

THE LABOUR GAZETTE

SEPTEMBER 1953

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IN THIS ISSUE:

Guaranteed Wage Plans
Under Collective Agreements

8th Annual Convention
of Trades and Labour
Congress

Number of Workers
Affected by
Collective Agreements

Labour Legislation
in Manitoba, 1953



Published Monthly

by the

DEPARTMENT
OF LABOUR

OTTAWA

Toward removal of

discrimination

in employment



The federal government has recently introduced three measures intended to safeguard the right of equality of opportunity in employment.

The CANADA FAIR EMPLOYMENT PRACTICES ACT, which came into effect on July 1, 1953, is designed "to prevent and eliminate practices of discrimination against persons in regard to employment and in regard to membership in a trade union because of race, national origin, colour or religion."

It applies to employers engaged in undertakings under federal jurisdiction and to unions representing persons employed in such undertakings.

The UNEMPLOYMENT INSURANCE ACT was amended in July, 1952, to provide that the National Employment Service shall ensure that there is no discrimination in referring workers to jobs.

FEDERAL GOVERNMENT CONTRACTS for works of construction, repair, remodelling and demolition, and for the manufacture of equipment and supplies must now, by an Order-in-Council of October, 1952, include a provision prohibiting discrimination in employment by the contractor.

FEDERAL DEPARTMENT OF LABOUR

Display board explaining federal government moves aimed at the removal of discrimination in employment that was produced for the Department of Labour for exhibit at labour conventions. A similar board in the French language has also been prepared.

—Photo by Capital Press Service

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manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

IN general, labour requirements and supplies continued in balance throughout Canada during August, although a slight tightening of the available supply of workers occurred during the month. There were very few changes in labour market classifications and few new developments affecting the manpower situation.

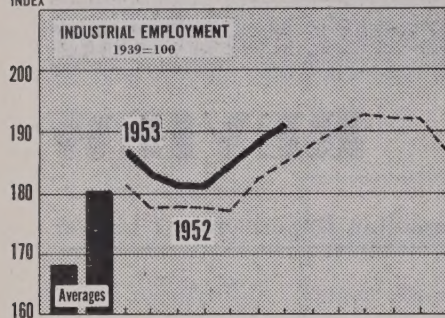
Employment levels again increased in seasonal activities such as farming, food processing, construction and the tourist trade. These industries were mainly responsible for the slightly tighter labour market. During the month, the number of persons at work for 35 hours or more increased by 13,000 to a record total of 4,820,000. Part of this increase was caused by workers returning from annual vacations. It is estimated that, of the total number of workers with jobs, 88 per cent were working full time at August 22 (compared with 85 per cent a year earlier); three per cent were regular part-time workers and six per cent were ill or on vacation.

The number of registrations on file at National Employment Service offices declined by about 3,000 during the month. Total registrations in August were slightly higher than during the same period last year but the number of paid workers has increased by about 90,000 over the year. The ratio of registrations to paid workers, therefore, was slightly lower this August than last.

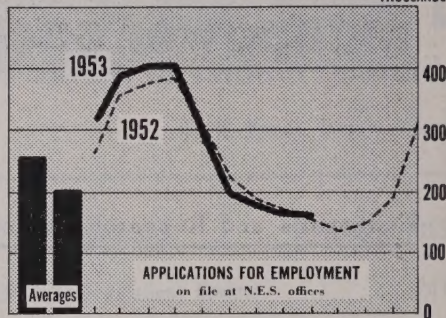
Increasing labour requirements continued to characterize all major industrial and service categories except mining. Manufacturing employment edged up another index point from June to July, reaching a level about seven per cent above last year's. Construction employment increased about seven per cent during the same month. Mining employment, after remaining relatively stable during most of the summer, was

CURRENT LABOUR TRENDS

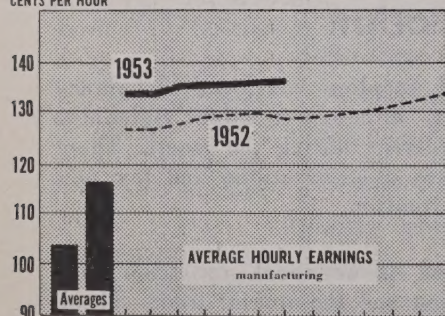
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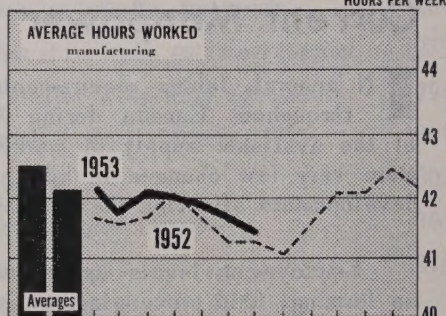
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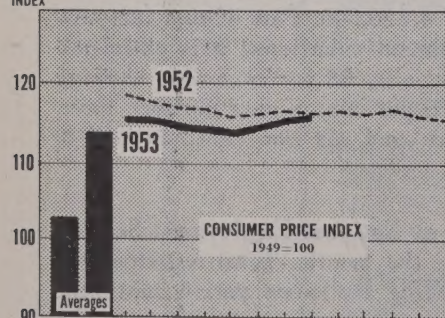
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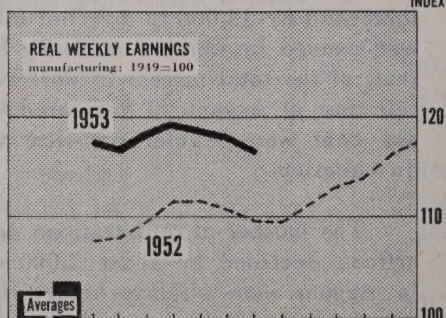
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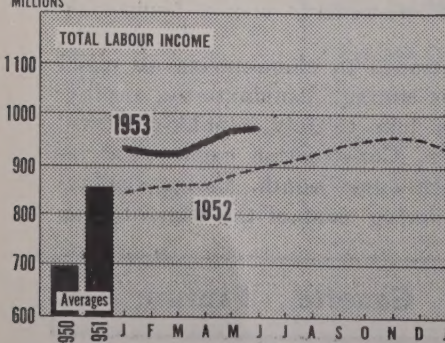
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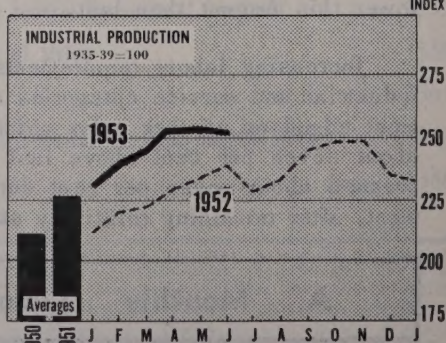
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MILLIONS



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affected by the strike at the Noranda gold mine during August. Similarly, over-all employment in the iron and steel group of the manufacturing sector levelled off during the late summer despite increases in the primary iron and steel, fabricated metal products and other industries in this group. This levelling off can be largely attributed to the situation in the agricultural implements industry, where employment has declined steadily for nearly a year.

Another manufacturing group where employment conditions have softened somewhat in recent months is textiles and clothing, particularly the former, although employment in these two industries is still at levels about five and ten per cent, respectively, above a year ago. Reports have been received of non-seasonal layoffs in textile manufacturing. Import competition and rising inventory levels at various stages of distribution are reportedly responsible for these layoffs. Some layoffs have also been reported in the clothing industry, although the extent of part-time employment has actually declined in recent weeks. In both of these industries, much will depend on consumer expenditure patterns during the fall, since the clothing industry is now busy on fall and winter orders.

Evidence of the general balance between the demand and supply of labour in Canada is the fact that at September 1 of this year, 87 of the 111 labour market areas, accounting for 82 per cent of all paid workers, were in the balanced category. This compares with 87 areas and 80 per cent at August 1, 1953 and 85 areas and 78 per cent at September 1, 1952.

Nine of the ten metropolitan areas and 19 of the 30 major industrial areas were in the balanced category at the beginning of September. There were fairly general labour shortages in one metropolitan area (Edmonton) and in one major industrial area (Kitchener). This indicates the relatively strong position of services, manufacturing and construction in the industrial communities. Nine major agricultural areas were in balance and the remaining five had labour shortages, indicating the dual pressure exerted by harvesting and construction requirements in the agricultural regions, particularly in the Prairie Provinces.

Of the ten major industrial areas with slight labour surpluses, two were in the Atlantic region. This region shows a year-to-year decline in non-agricultural employment, most noticeable in New Brunswick. Decreases in employment are most evident in coal mining, logging and primary iron and steel. A marked decline in highway construction activities is also adversely affecting employment levels in New Brunswick.

Five of these surplus areas were located in Quebec. In these cases the surpluses resulted from employment problems in the textile industry, lower construction activity in some localities and difficulties in metal-mining communities.

The three remaining surplus areas in the major industrial labour market category were in Ontario. Problems in these areas are attributable to layoffs in the agricultural implements industry, model change-over in the automobile industry and the completion of some major construction projects.

Labour—Management Relations

AT mid-September, bargaining was continuing in the steel, clothing, rubber, Nova Scotia coal-mining and pulp and paper industries. Important settlements were reached in meat packing and in west coast forestry operations but strike votes were in progress among deep-sea and Great Lakes seamen. Strike activity in general was well below the level of 1952 despite the important disputes in the gold and copper mining areas of northern Ontario and Quebec. A one-month strike of motor transport employees in southwestern Ontario was settled at the end of August.

Non-Wage Items in Recent Bargaining. Although wage rate adjustments have been the main focus of labour-management bargaining in recent months (as indicated in recent issues of the *Current Manpower and Labour Relations Review*), considerable attention has also been given to so-called "fringe" items, including vacations with pay, statutory holidays and health and welfare plans. In an examination of 157 of the more important agreements re-negotiated this year, 63 or 40 per cent were found to contain differences from the previous agreements in one or more of the above-mentioned items.

For the most part, the changes brought practices under the particular agreements into line with conditions already widely in effect in Canadian industry. For example, a continued trend was noted towards the introduction of eight paid statutory holidays and a third week's vacation after 15 years' service. A few agreements, however, introduced conditions in advance of those commonly prevailing.

In comparison with previous agreements, some revision of vacations-with-pay plans was noted in 34 of the current agreements.

Under eight of the agreements, an additional week of vacation after varying periods of service was provided. In five cases a third week was added to the previous two, while in two cases the maximum was extended from three to four weeks.

Under 16 of the re-negotiated agreements, service requirements to qualify for vacations were reduced. In five cases requirements for the second week were lowered to three years or less. Eleven agreements reduced the service requirements for the third week most frequently to 15 years from 20 years or more.

In 14 of the agreements surveyed, the number of paid statutory holidays per year was increased and in two others paid statutory holidays were provided for the first time. The most common change (eight agreements) was an increase in the number of holidays granted to eight, from seven, six or five. Three agreements introduced provision for more than eight holidays. Under one agreement, premium rates for work on paid holidays were also increased from time and one-half to double time; under another, the rate was reduced from double time to time and one-half. Thirteen agreements made changes concerning unpaid statutory holidays.

Bargaining over health and welfare plans resulted in revisions to seven plans which had been in existence previously, while six plans

were introduced in agreements for the first time in 1953. In five of the revised plans benefits were improved, while two made minor changes in financing which reduce the cost to employees.

Current Negotiations and Settlements. During the latter part of August, agreements were reached between the United Packinghouse Workers of America (CIO-CCL) and the three major meat-packing firms, Canada Packers, Burns and Company and Swift Canadian Company. These provided for a general increase in wage rates of five cents an hour for men and four cents for women. In addition, all classifications above the base rate received an additional one-half cent an hour for each 2½ cents by which their rates exceed the base rate. The settlement was thus another of the important cases this year where higher differentials were given to skilled workers.

On August 29, the strike of approximately 1,600 motor transport employees in southwestern Ontario, which started on July 30, came to an end when agreements were concluded between the companies and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC). Under the terms of the two-year agreement, hourly rated drivers and mechanics are to receive increases at intervals during the life of the contract amounting in total to 20 cents for drivers and 24 cents for mechanics. During the period, the mileage rate is also to be increased by one-half cent per mile.

Matters in dispute between 33 lumbering and sawmill operators in the interior of British Columbia and the International Woodworkers of America (CIO-CCL) were settled through acceptance by the operators of the terms of an agreement negotiated earlier between the union and Forest Industrial Relations Limited, representing operators on the west coast. (L.G., August 1953, p. 1102).

At the date of writing, a strike vote had just been taken by the Seafarers International Union (AFL-TLC) among Canadian seamen operating both deep-sea and lake vessels. For some time, negotiations have been in progress between the union and the Shipping Federation of Canada, Inc., representing ocean-going vessel operators, and between the union and four of the major operators on the Great Lakes, Canada Steamship Lines, Limited, Colonial Steamships, Limited, N.M. Paterson and Sons Limited and Upper Lakes and St. Lawrence Transportation Company, Limited.

The main demands of the union on both the deep-sea and lake operators were a general increase of \$50 a month for all unlicensed personnel and a reduction in the standard work week from 56 to 40 hours.

The strike vote was taken following the union's refusal to accept as a basis for the settlement the reports of conciliation boards dealing with the disputes. The majority report of the board dealing with the deep-sea dispute rejected both the wage and hour demands of the union. The report contended that the Canadian merchant fleet has difficulty competing with the fleets of other countries and that any substantial increase in labour costs at this time would endanger the existence of the Canadian operators.

Two conciliation boards dealing with the Great Lakes situation recommended in their majority reports a gradual reduction over the next year to the standard 40-hour week, 48 hours to be the normal work week effective September 1, 1953, 44 hours April 1, 1954 and 40 hours August 1, 1954. They also recommended payment of time and one-half for work beyond the normal working week as set forth. The majority report recommended against the union's request for a \$50 a month wage increase retroactive to January 31, 1953 but pointed out that the suggested hour schedule would result in monthly increases ranging between \$25 and \$40 at the proposed effective date for the 40-hour week.

At Toronto, 1,700 milk drivers, members of local 647, International Brotherhood of Teamsters, Chauffeurs and Warehousemen of America (AFL-TLC) walked off their jobs after a lengthy period of negotiations and conciliations. The strike lasted three full working days and was terminated on September 14. Much of the dispute surrounded the drivers' opposition to the introduction of the five-day delivery week. In the final settlement, however, the five-day delivery week was included, together with a \$6.50 increase in salaries, an increase in commissions, additional paid statutory holidays to bring the total to eight and a lump sum payment of \$50 in lieu of any retroactive feature to the agreement.

Strikes and Lockouts. So far this year, strike activity has been below the level of 1952. Last year, the time lost in strikes was approaching two and one-half million working days by the end of August. This year the comparable figure is only slightly more than 375,000.

Significant recent developments in the strike picture involve the metal-mining industries in northern Ontario and Quebec.

Following the report of a conciliation board, 1,600 miners at Noranda Mines Limited in northern Quebec, represented by the United Steelworkers of America, went on strike August 21. The main issues in this dispute are the union's requests for a 40-hour week, an increase of 30 cents an hour in wage rates, and a check-off of union dues. The majority report of the board recommended continuance of the 48-hour week and rejected the check-off request. On the issue of wages, the chairman recommended eight cents an hour, the union nominee 22 cents and the employer nominee four cents.

In the northern Ontario gold-mining area of Timmins, the United Steelworkers of America are now involved in strikes at four mines, covering a total of more than 900 employees. Employees of Delnite Mines went on strike August 25; those at Broulan Reef Mines, Preston East Dome Mines and Hallnor Mines have been on strike since mid-July. There are no indications of an immediate settlement at any of these mines.

Union Developments. Expulsion of the west coast United Fishermen and Allied Workers Union from the Trades and Labour Congress of Canada was announced in late August. This action was based on evidence of "Communist leadership and leanings."

At Oakville, Ont., the United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL) applied for certification as bargaining agents for workers at the new plant of the Ford Motor Company of Canada.

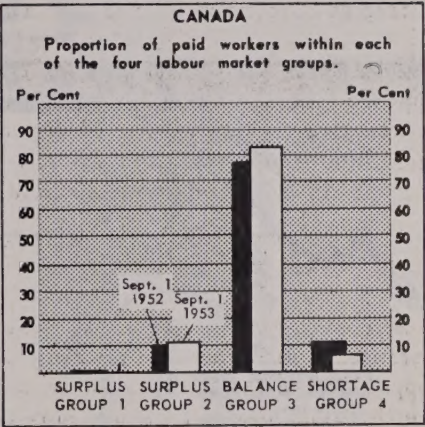
Manpower Situation in Local Areas

SEASONAL manpower requirements of farming, food-processing and construction approached a peak during August and almost all local areas experienced a gradual tightening of labour supplies. At September 1, nine areas were in the labour shortage category (one more than at August 1), 87 were in balance (unchanged), and 15 were in the surplus category (one less than at August 1). Of the nine shortage areas, seven were in the Prairie provinces, where the harvesting of a near-record grain crop was in full swing. Of the 15 surplus areas, seven were in Quebec and four in the Atlantic region.

Year-to-year comparisons of employment conditions indicate that, in relation to demand, the supply of labour is somewhat greater this fall than last (see accompanying chart and table).

There are, for example, six more industrial areas with surplus labour in 1953 than there were in 1952. This increase stems from various causes, including the strike of 1,600 miners at Noranda, lower production of agricultural implements and textiles in Brantford, model change-over at the Chrysler plant in Windsor and the simultaneous completion of a number of construction projects in Cornwall.

Correspondingly, labour shortage areas are less numerous than they were last year. This is largely because of less extensive defence construction work in Goderich and Barrie and less urgent demand for miners in Sudbury and Timmins, for metal-working tradesmen in Ottawa—Hull and for railway construction workers in Sept Iles.



Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Sept. 1 1953	Sept. 1 1952	Sept. 1 1953	Sept. 1 1952	Sept. 1 1953	Sept. 1 1952	Sept. 1 1953	Sept. 1 1952
Metropolitan	—	—	—	1	9	8	1	1
Major Industrial	—	—	10	4	19	23	1	3
Major Agricultural	—	—	—	—	9	8	5	6
Minor	—	1	5	5	50	46	2	5
Total	—	1	15	10	87	85	9	15

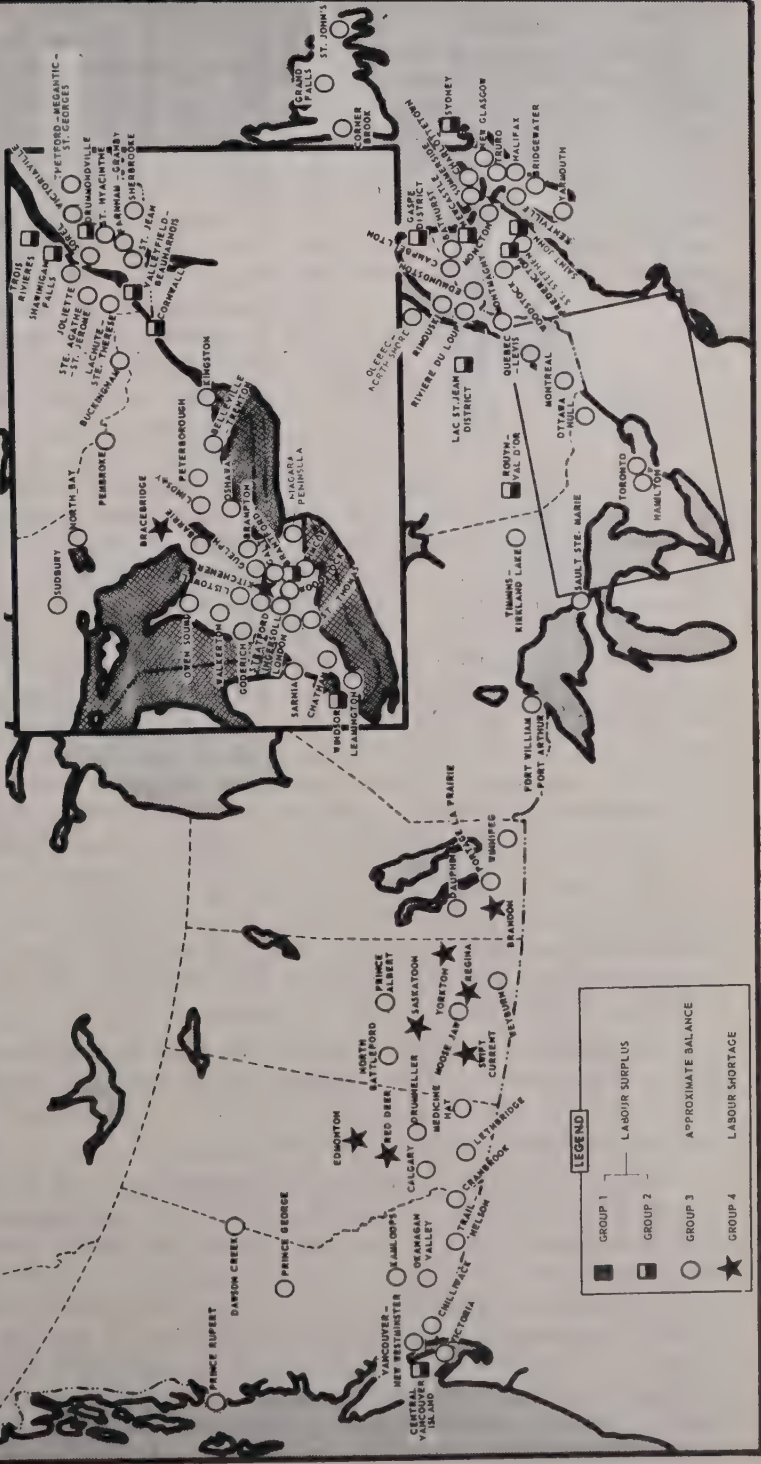
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, SEPTEMBER 1, 1953

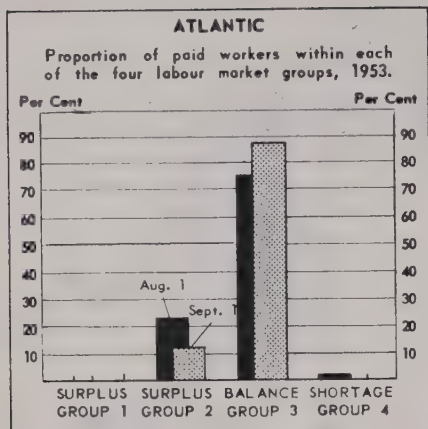
LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Calgary Hamilton Montreal Ottawa - Hull Quebec - Levis St. John's Toronto Vancouver - New Westminster Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Granby Cornwall Lac St. Jean Rouyn - Val d'Or Saint John Shawinigan Falls Sydney Trois Rivières Valleyfield - Deschambault Windsor	Carleton Place Farnham - Granby Fort William - Port Arthur Guelph Halifax Joliette Kingston London Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Sarnia Shelburne St. Hyacinthe Sudbury Timmins - Kirkland Lake Victoria	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Barrie Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Rivière du Loup Therford - Megantic - St. Georges	Brandon Red Deer Regina Saskatoon Yorkton
MINOR AREAS (labour force 10,000 - 25,000)	Central Vancouver Island Dunsmuirville Fredericton Gaspe Newcastle	Bathurst Belleville - Trenton Brampton Bridgewater Buckingham Campbellton Chilliwack Cranbrook Dauphin Dawson Creek Dumfries Edmundston Galt Goderich Grand Falls Ingersoll Kamloops Kenora Lac Huron St. Thérèse Leamington Lindsay Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec - North Shore Rimouski Sault Ste. Marie Simcoe Sorel St. Agathe - St. Jérôme St. Jean Stratford St. Stephen St. Thomas Summerside Trail - Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.B. Yarmouth	Dracena Swift Current

CANADIAN LABOUR MARKET AREAS

September 1, 1953



ATLANTIC



THE upward trend of employment was halted during August as farm labour requirements gradually declined following the completion of hay and grain harvesting in most areas of the Atlantic region. In the four weeks ending August 22, full-time employment decreased from 374,500 to 354,500 while the number of persons working less than full time increased from 32,000 to 41,000. Part of the decrease of 11,000 in the total number of persons at work resulted from vacations.

Comparison with last year shows a reduction in non-agricultural employment. The year-to-year decline was most noticeable in New Brunswick (4.2 per cent), followed by Nova Scotia (1.9 per cent). The marked reduction in the volume of engineering construction, particularly highway and road work, was mainly responsible for this development. As a result, even though residential building showed somewhat higher employment levels this year than last, total employment in the construction industry declined by about 1,100 in Nova Scotia and 2,500 in New Brunswick. In addition, employment in coal mining, logging and primary iron and steel manufacturing decreased by eight, 28 and ten per cent respectively. Losses in these industries were partly offset by year-to-year employment gains in the pulp and paper industry, saw and planing mills and transportation equipment manufacturing.

There was no significant change in the classification of the various labour markets during August. As in July, most areas were in balance, slight labour surpluses existing in only four of the 21 areas in the region. At the same time last year, 18 areas had approximately balanced labour markets and three slight labour surpluses.

Metropolitan and Major Industrial Areas. In St. John's, Nfld., labour supply and demand remained in approximate balance, though available labour was reduced by the return to work of 550 iron-ore miners who had been temporarily laid off in July.

In the industrial centres employment continued at about the same levels during August as a month earlier. The only notable increases in labour demand were for certain construction skills. These demands increased during the month, however, because much of the work in progress was reaching the stage where additional tradesmen were required. The available supply of skilled construction workers was almost exhausted in Halifax and Moncton but it is expected that requirements will be even higher during the next few weeks. Consequently, it is likely that some shortages will occur for such skills as concrete and cement finishers, carpenters, electricians and bricklayers, which are usually in short supply in the Atlantic region at this time of year.

Major Agricultural and Minor Areas. Very little change occurred in these areas during August. Balanced labour markets were maintained in the same 11 areas as a month earlier and moderate labour surpluses continued in Newcastle and Fredericton. Adequate labour supplies existed for haymaking and grain harvesting as a result of normal seasonal reductions in sawmilling and pulp-cutting employment. Additional employment will be provided to a fairly large number of workers when potato digging and bean harvesting gets under way in the State of Maine and potato digging begins in Prince Edward Island.

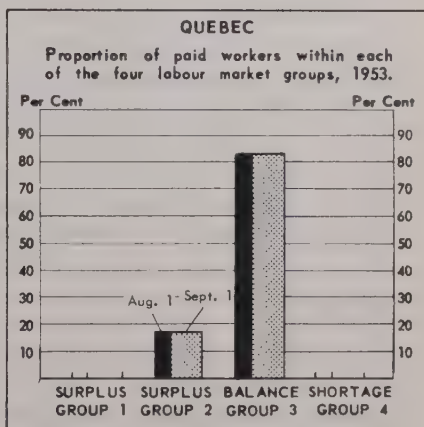
QUEBEC

DURING August, the number of persons with jobs increased by 7,000 in the Quebec region as seasonal peaks were reached in the construction, fishing and canning industries. The number of full-time workers rose by 53,000 from a month earlier, to a total of 1,396,000 at August 22, largely as the result of returning vacationists. Resumption of work in clothing and in a few textile firms reduced the number employed part-time by 8,000, bringing the total working less than 35 hours to 62,000.

An increase of 45,000 in the number of persons with jobs occurred in the 12 months ending August, 1953, despite a slightly lower level of industrial construction activity this year. Residential building was more active throughout the province this year and Montreal and a number of other areas experienced an unprecedented amount of house building. Some outlying districts, on the other hand, were affected by the completion of several large hydro-electric developments and by reduction of road construction. Employment in manufacturing increased considerably during the year and was accompanied by a noticeable decline in short-time operations in paper, clothing and knit goods manufacturing industries.

Labour surpluses disappeared in three areas and returned in one during August. By the beginning of September, 17 of the 24 areas in the region had approximately balanced labour markets. Slight labour surpluses existed in the remaining seven, compared with four a year earlier.

Metropolitan Areas. Employment conditions showed little change in the Montreal area, apart from heavy demand for construction workers in the city and in northern localities. Hirings were few in manufacturing where many plants were closed for vacations. Activity was increasing in clothing manufacturing as production began on fall and winter orders. Skilled machine operators were scarce, as were hand cutters and stitchers in boot and shoe manufacturing.

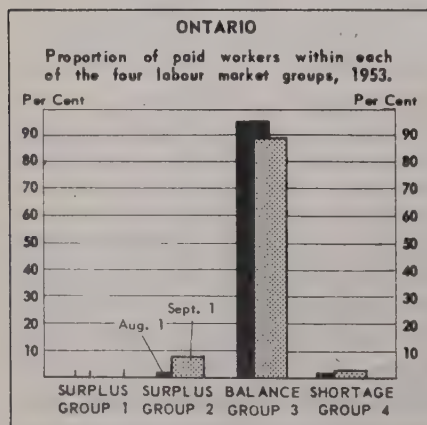


The Quebec city area remained in the balanced category although construction activity increased. The building program this year has been larger than last year but small compared with that of other areas and many workers moved to northern resource developments.

Major Industrial Areas. Slight labour surpluses continued in Shawinigan Falls where the chemical and aluminum industries were operating below full capacity and construction activity was not extensive. The labour surplus was 50 per cent larger than last year, reflecting the lower level of activity in the surrounding rural areas. Moderate labour surpluses also existed in the Lac St. Jean district, Trois Rivières, Valleyfield-Beauharnois and in Rouyn-Val d'Or where 1,600 miners at Noranda Mines went on strike. Farnham-Granby came into the balanced group during the month.

Major Agricultural and Minor Areas. The Buckingham and Sorel areas came into balance during the month, leaving only the Drummondville and Gaspé districts in the surplus category. The employment situation in these two areas was only slightly improved over last year when moderate surpluses persisted throughout the summer months. The labour situation remained balanced in the Quebec-North Shore area despite the damage of forest fires.

ONTARIO



IN Ontario, the labour market situation remained fairly stable during August. The number of persons with jobs was the same as at the end of July. However, vacations and some temporary plant closures increased the number away from their work by 19,000 during the month to a total of 137,000 at August 22 (107,000 of these were on vacation).

Employment in manufacturing, construction, agriculture and resort establishments continued at peak levels during August. Few qualified workers were available, although

by the end of the month, completion of most harvest operations, followed by hail damage to part of the tobacco crop, reduced requirements for farm workers. Moreover, by the second week in September most tourist resorts were closed and student workers had returned to school. In northern Ontario, the shift of farm workers to logging camps began but will not be completed for several weeks.

In a large section of central southern Ontario, including London, Kitchener, Guelph, Woodstock, Stratford, Simcoe and St. Thomas, the high level of activity in manufacturing industries, together with heavy residential construction this year and the usual seasonal demand for harvest and tobacco workers, utilized nearly all available labour. On

the other hand, further declines in activity in the agricultural implement and textile industries, as well as employment reductions in automobile manufacturing created labour surpluses in some areas.

At the beginning of September, 31 of the 36 areas in Ontario had approximately balanced labour markets. Three major industrial areas recorded surpluses and Bracebridge and Kitchener fell into the shortage category.

Metropolitan Areas. The labour market situation in Toronto remained virtually unchanged during August, the available labour supply barely meeting the demands of the expanding construction industry. During the latter part of August and early September, the Canadian National Exhibition provided temporary employment for many. Further lay-offs occurred in the textile industry in Hamilton but skilled seamers and cutters were still somewhat scarce in that area and construction continued to expand during the month. The demand for labour continued to increase in Ottawa and stenographers, typists, construction workers, truck and taxi drivers and engineers remained in short supply.

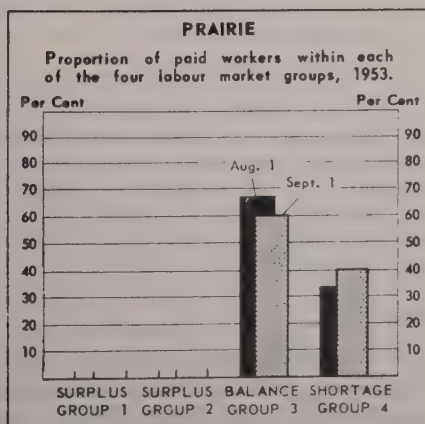
Major Industrial Areas. Employment was fairly stable in most of the major industrial areas during August and early September; nine of the 13 areas were in balance. Brantford remained in the surplus category as further lay-offs occurred in the agricultural implement industry and a surplus developed in Windsor when two automobile plants laid off staff in preparing for production changes. Completion of most of the major construction projects in Cornwall brought the area into the surplus category. However, labour was still scarce in Kitchener, particularly for female clerical, sales and service workers, and construction workers.

Major Agricultural and Minor Areas. At the end of August, 19 of the 20 areas had approximately balanced labour markets. Bracebridge moved into the shortage category as a renewal of activity in the tourist industry toward the end of August temporarily increased labour demand in that area.

PRAIRIE

ADDITIONAL employment expansion occurred in the Prairie region during August despite the absence of almost 40,000 workers on holidays. The number of workers employed more than 35 hours amounted to 887,000 at August 22, an increase of 7,000 from the previous month. Compared with the same time a year earlier, full-time employment registered an increase of 36,000 workers.

The trend of labour requirements in the region has been steadily upward this summer. In the twelve months before July 1,



non-agricultural employment increased more than six per cent; two-fifths of this is attributable to the increase in industrial and residential construction. At July 1, the larger construction firms in the region employed 29 per cent more workers than a year earlier.

The general demand for labour was strengthened during August by the annual manpower requirements of the grain harvest, which developed rapidly because of above-average temperatures. A crop of near-record proportions was in prospect, although hail had brought severe damage and rust and early frost were still hazards in some areas. By the first week in September, harvesting was under way in all but the more northerly districts and vacancies for 1,000 farm hands were reported by the National Employment Service. It was expected, however, that these demands would be satisfied with the aid of farm workers who were moving into the region from eastern Canada.

The increasing demand for labour in all local areas during August was accompanied by a steadily shrinking supply. Seven labour market areas, covering 40 per cent of the region's wage and salary workers, showed clear evidence of fairly general labour shortages at the beginning of September. Of the remaining 13 areas, which were in the balanced labour category, several were approaching shortage conditions.

Metropolitan and Major Industrial Areas. Shortage conditions continued in Edmonton during August. The labour supply situation became even tighter as a result of the recruiting of some 500 workers for a new chemical plant. To the occupations already in short supply in the area (carpenters, bricklayers, automobile mechanics, stenographers and waitresses) were added harvesters (power operators) and construction labourers for northern defence projects.

Labour demand and supply remained in balance in Winnipeg and Calgary, no notable change occurring during the month.

The situation in Fort William—Port Arthur appeared to be one of approaching labour shortage. In addition to the high level of activity in aircraft and motor vehicle manufacturing and in shipbuilding, pulpwood production during the coming winter is expected to be considerably above last year's low level. Vacancies existed for over 1,200 loggers which the National Employment Service does not expect will be filled until after the harvest.

Major Agricultural and Minor Areas. Harvesting requirements depleted the supply of available labour in agricultural and minor areas. Skilled power operators were scarce throughout the region. Owing to the arrival of outside harvest workers, however, no acute shortage of farm labour was anticipated. By the middle of September, more than 1,500 of these workers had been transferred to the areas where they were most urgently required.

PACIFIC

EMPLOYMENT conditions in the Pacific region remained fairly static during August, except for periodic logging shut-downs. These closures were reflected in the full-time employment total which dropped from 384,000 to 372,000 in the four weeks ending August 22. During this

period, there was a corresponding increase in the number of workers employed less than 35 hours per week.

Construction and food processing were the main industries in which employment expansion occurred during August. Hiring for fruit, vegetable and salmon canning was equal to the level of former years, and heavy demands for apple pickers were expected during the September harvest period. In contrast to last year, the construction industry was free

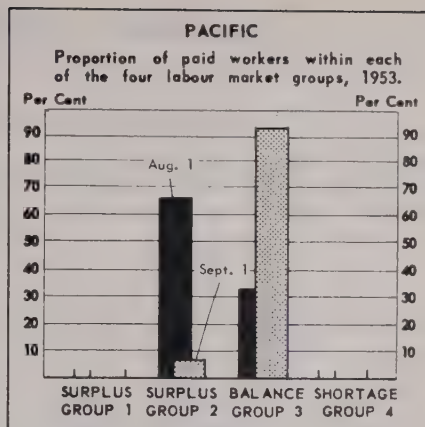
of labour disputes and employment in recent months has shown year-to-year increases of more than 40 per cent. While peak activity was probably reached in August, new construction projects at various points are expected to sustain the level of employment in this industry for some months.

Logging and sawmilling firms continued to operate at near-capacity levels throughout the month, except for sporadic shut-downs on Vancouver Island. Greater sales of lumber in the United States and Canadian markets have sustained lumber production in 1953, despite the loss of much of the United Kingdom market. There was concern, however, in some areas about heavy log inventories and a number of firms reduced or closed down their woods operations during the month for this reason.

The labour market classification of most areas remained unchanged during the month, since greater employment in construction and food processing was largely offset by surpluses resulting from the intermittent work stoppages in the logging industry. One notable exception was Vancouver—New Westminster, where demand and supply came into balance. As a result, the number of wage and salary workers in balanced areas increased from 33 to 93 per cent of the regional total (see accompanying chart).

Metropolitan and Major Industrial Areas. The employment situation in Vancouver—New Westminster gradually came into balance as a result of greater construction activity, more continuous logging employment and the short-term requirements of the canning industry. The sockeye salmon run was heavy, but scarcity of other species reduced the total salmon pack to about the average for the previous two years. Substantial amounts of new residential, commercial and industrial building increased the construction labour force to its highest point in several years. Shortages persisted in certain occupations, notably carpenters, pipe fitters, high-pressure welders and trowel tradesmen.

Minor Areas. Balanced labour conditions continued in all the remaining areas of the region, except Central Vancouver Island. In this area, the fire hazard and excessive log inventories resulted in short-term lay-offs which had affected about 1,200 lumber workers by the end of August. The demand for construction workers in this area was well maintained and additions to the plywood plant in Port Alberni and the pulp mill in Nanaimo are expected to create more than 400 job opportunities in the coming months.



Current Labour Statistics

(Latest available statistics as of September 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Aug. 22	5,507,000	- 0.2	-
Persons at work 35 hours or more	Aug. 22	4,820,000	+ 0.3	-
Persons at work less than 35 hours	Aug. 22	273,000	- 0.7	-
Usually work 35 hours or more	Aug. 22	105,000	+15.4	-
On short time	Aug. 22	25,000	+ 8.7	-
Usually work less than 35 hours	Aug. 22	168,000	- 8.7	-
Persons with jobs not at work	Aug. 22	322,000	- 6.1	-
Usually work 35 hours or more	Aug. 22	313,000	- 5.7	-
Usually work less than 35 hours	Aug. 22	*	-	-
Persons without jobs & seeking work ...	Aug. 22	92,000	+ 2.2	-
Persons not in the labour force	Aug. 22	4,550,000	+ 0.6	-
Registered for work, NES (b)				
Atlantic	Aug. 20	21,214	- 6.5	+17.0
Quebec	Aug. 20	55,107	- 6.0	+12.9
Ontario	Aug. 20	50,263	+ 7.0	+ 4.7
Prairie	Aug. 20	16,504	-17.9	- 8.1
Pacific	Aug. 20	21,754	- 2.3	-36.1
Total, all regions	Aug. 20	164,842	- 3.4	- 1.3
Ordinary claims for Unemployment				
Insurance benefit	Aug. 1	110,938	- 7.4	- 1.5
Amount of benefit payments	July	\$7,148,024	-15.0	+13.6
Index of employment (1939=100)	July 1	190.8	+ 1.8	+ 2.9
Immigration	July	19,697	+ 7.2	-14.6(c)
<i>Industrial Relations</i>				
Strikes and lockouts - days lost	August	92,760	-	-84.4(c)
No. of workers involved	August	8,598	-	-73.0(c)
No. of strikes	August	17	-	-38.2(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	July 1	\$57.58	- 0.2	+ 6.7
Average hourly earnings (mfg.)	July 1	\$1.36	+ 0.1	+ 5.8
Average hours worked per week (mfg.)	July 1	41.4	- 0.7	+ 0.2
Average weekly earnings (mfg.)	July 1	\$56.35	- 0.6	+ 6.1
Cost-of-living index (av. 1935-39=100) ...	Aug. 1	186.4	+ 0.2	- 0.6
Consumer price index (av. 1949=100)	Aug. 1	115.7	+ 0.3	- 0.3
Real weekly earnings (mfg. av. 1949=100)	July 1	117.1	- 1.0	+ 6.8
Total labour income	June	979	+ 1.0	+10.6
<i>Industrial Production</i>				
Total (average 1935-39=100)	June	257.0	+ 0.9	+ 7.8
Manufacturing	June	274.1	+ 0.9	+ 9.1
Durables	June	338.5	+ 0.6	+12.5
Non-Durables	June	233.0	+ 1.2	+ 6.1

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

Durkin Resigns Abruptly As U.S. Labour Secretary

Martin P. Durkin abruptly resigned as United States Secretary of Labour September 10. In his letter of resignation to President Eisenhower he charged that the Administration had broken an agreement with him on recommendations to be made for changing the controversial Taft-Hartley labour relations law.

He is expected to return to his post as president of the plumbers' union, the position he held at the time of his surprise appointment to the U.S. Cabinet.

Name New Chairman for Canada Labour Board

C. Rhodes Smith, QC, Chairman of the Restrictive Trade Practices Commission, has been appointed Chairman of the Canada Labour Relations Board. He succeeds Hon. G. B. O'Connor, Chief Justice of Alberta, who was Chairman of the Board since its inception in 1948. Mr. Smith will retain his post as head of the Restrictive Trade Practices Commission.

He was first elected to the Manitoba Legislature in 1941 and since then has served successively as Minister of Labour, Minister of Education and Attorney General in the provincial Cabinet. As Manitoba Minister of Labour he took part in the Federal-Provincial Labour Conferences leading to the drafting of the Industrial Relations and Disputes Investigation Act which authorized the setting up of the Canada Labour Relations Board.

Mr. Smith is a native of Manitoba and a graduate of the University of Manitoba and Oxford University. He served overseas in the First World War and received his commission in 1918. He was called to the Bar in Manitoba in 1923 and has practised law in Winnipeg since 1924. He was appointed a lecturer at the Manitoba Law School in 1925.

Mr. Smith was appointed chairman of the Restrictive Trade Practices Commission on November 1, 1952.

B.C. Fishermen's Union Suspended by TLC

The Trades and Labour Congress of Canada has suspended the United Fishermen and Allied Workers' Union of British Columbia until it "gives proof of taking all reasonable and necessary measures to rid itself of Communist leadership and leanings".

The TLC's executive council's action was announced August 21 by President Percy R. Bengough. The suspension took effect August 24.

The letter advising the 4,000-member union of the suspensions was signed by Mr. Bengough and TLC Secretary-Treasurer Gordon G. Cushing. It was addressed to Homer Stevens, Secretary-Treasurer of the fishermen's union, who was a Labour-Progressive Party candidate in the recent federal election.

An "accumulation of incidents tending to show a very definite leaning towards Communism and its front organizations" led to the suspension, the letter stated.

B.C. Gillnetters Merge With Seafarers' Union

The B.C. Gillnetters' Association, which broke away from the United Fishermen and Allied Workers' Union (see above) early this year, has merged with the Seafarers' International Union, the *Vancouver Province* has reported.

The merger was announced jointly by Fred Rolley, Secretary of the Association, and Norman Cunningham, SIU business agent, who said the alliance had been approved by British Columbia members of the SIU.

AFL Membership Tops Ten Million Mark

Membership in the American Federation of Labour has now passed the ten million mark.

This was revealed by the Federation recently after its executive council began enforcing an order requiring member unions to pay per capita tax on all their dues-paying members.

Previously membership had been listed as 8,089,302. But the tax order revealed some 2,000,000 more members than had been formerly declared.

To Investigate Influence Of Communists in Unions

A sweeping investigation of Communist influence in labour unions in the United States will be carried out this fall, it was announced recently by Senator John Marshall Butler of Maryland.

Senator Butler is head of a special task force of the Senate Judiciary Committee. He and two other senators were named by the Internal Security Subcommittee, a panel of the Judiciary Committee, to run the investigation. Hearings will be held in Washington. Senator Butler will be chairman.

Top unions officials and also rank and file union members "who have had the opportunity to observe what goes on in Communist-dominated unions" will be called upon to give testimony, the Senator said.

AFL Executive Council Makes Decisive Moves

In a week-long conference, the executive council of the American Federation of Labour, meeting in Chicago last month, dealt with several major topics ranging from a recommendation that the International Longshoremen's Association be suspended to increasing the number of vice-presidents on the council. The number of vice-presidents was increased following the secession from the Federation of the United Brotherhood of Carpenters.

The 825,000-member carpenters union left the AFL in protest against the proposed no-raiding agreement with the CIO, charging that the Federation appeared to be more concerned with the CIO than with the jurisdictional disputes within its own ranks.

All council vice-presidents were moved up one step in rank to replace First Vice-President William L. Hutcheson, president emeritus of the carpenters. Dave Beck, President of the International Brotherhood of Teamsters, was elected to fill the vacant 13th vice-presidential post.

Two additional vice-presidential seats were created but have yet to be filled. Mr. Beck's election puts two members of the teamsters' union on the executive council; Dan Tobin, retired IBT president, still holds his AFL post.

The council approved the no-raiding agreement with the CIO which now requires the approval of the latter body and the AFL's annual convention. If approved, the agreement will become effective January 1.

CCCL's Wood, Furniture Federations Unite

At a joint convention held at Quebec early in August, the wrought wood and furniture federations, affiliated with the Canadian and Catholic Confederation of Labour, united under the name of the Federation of The Wrought Wood Workers of Canada.

Before this amalgamation the National Catholic Federation of The Wrought Wood Industry of Canada had 16 locals in Quebec province and a membership of 3,577. The National Furniture Federation had seven locals and some 800 members. The amalgamation, which had been under consideration for a number of years—it was their second joint convention—reduces the number of federations in the CCCL from 17 to 16.

This amalgamation was carried out, according to a spokesman, with a view to reinforcing the ranks of the existing organizations and ensuring the workers of these two important sectors of Canadian industry of better protection for their rights and more effective defence for their working conditions.

F. X. Légaré, Vice-President of the CCCL and formerly Secretary of the Wrought Wood Federation, was elected President of the new Federation. The other officers chosen are as follows: 1st Vice-president, Normand Dubé; 2nd Vice-president, Ovide Fauteux; Secretary, G. Aurèle Pelletier; Treasurer, Léo-Paul Huot.

Unemployment Declines In Both U.S. and U.K.

Employment in the United States reached a record high level in August and unemployment sank to a post-war low. Persons with jobs numbered 63,408,000, the Commerce Department reported, while the number of unemployed dropped to 1,240,000, a drop of 308,000 from the previous month.

Earlier the Department of Labour announced that total civilian employment during 1952 averaged 61.3 million. The total labour force reached a post-war high average of 66.4 million, about 600,000 higher than in 1951.

Unemployment is also on the decline in the United Kingdom. The Ministry of Labour reported that at mid-July unemployment stood at 272,000, a drop of 25,100 from the previous month.

United States unemployment in August was at a level that Commerce Department officials considered close to a minimum.

Machinists, Rubber Union Sign No-Raiding Pact

Two major unions, one in the American Federation of Labour and the other in the Congress of Industrial Organizations, recently concluded a "no-raiding" agreement in which each has promised to respect areas already organized by the other. The two unions, the United Rubber Workers (CIO) and the International Association of Machinists (AFL) signed an agreement similar to the one worked out between the Machinists and the United Auto Workers (L.G., July, p. 989).

Under the agreement, the unions have pledged that neither will seek to disrupt a bargaining relationship already held by the other by attempting to persuade workers to change their affiliation. In addition, the unions have agreed to follow an employer who may move his plant to another location in order to end union organization among his employees.

L. S. Buckmaster, President of the rubber workers, and A. J. Hayes, head of the machinists, announced that the agreement established "common sense rules and orderly procedures which should work to the benefit of both memberships". The pact further provides for joint negotiations with employers "whenever such a course promises to bring the best possible results for the memberships of both organizations".

Immigration Declines In First Half of 1953

Immigration to Canada during the first six months of 1953 was 19,721, under the total for the first six months of 1952, according to figures released by the Department of Citizenship and Immigration. During the first half of last year, 98,057 immigrants entered Canada while 78,336 entered during the first six months of 1953.

During June, however, 18,376 arrived compared with 15,969 in June of 1952.

Immigrants from the British Isles numbered 24,022 for the first six months of 1953, a slight increase over the 23,001 who arrived during the corresponding period in 1952. Similarly, the June 1953 total of British Isle immigrants was higher than the June 1952 figure—5,277 compared to 4,336.

Northern European immigrants again contributed heavily to the 1952 figures, 32,756 arriving during the first half of the year compared with 38,478 who arrived in

the first half of 1952. This marks a decline of 15 per cent in the number of immigrants coming from this area. The largest numbers came from Holland (12,018) and from Germany (14,411). During June of the present year, 8,362 persons arrived from Northern Europe, compared with 7,176 who arrived in June of 1952.

United States immigrants to Canada increased from 3,931 in the first half of 1952 to 4,337 for the corresponding period in 1953. However, in June of the present year, only 381 arrivals from the U.S.A. were noted compared with 925 in June of 1952, a decline of 59 per cent.

Our Resources Useless Without Skilled Workers

W. H. Clark, Vice-president (Industrial Relations) of the Ford Motor Company of Canada, has posed the question whether Canada could realize the full advantages of her tremendous economic expansion unless a greater emphasis were placed by Canadian industry on the training of more skilled workers. He was speaking on the Department of Labour's radio program "Canada at Work", carried by 69 independent Canadian radio stations from coast to coast.

It has been estimated that Canadian industry needs at least 20,000 more apprentices right now and that there are actually 900 fewer Canadian apprentices today than there were in 1948.

Mr. Clark said that Canada's development promised to surpass that enjoyed by any other country and that her population was expected to increase by about 9,000,000 in the next 25 years. It was reasonable to expect, he said, that industry would expand at a corresponding rate and that the result of this would be the creation of 30,000 new jobs each year in Canadian manufacturing industries alone. This, of course, was in addition to the constant flow of replacements needed in industry to take the places of those who retired or left the labour force for other reasons.

In the following talk on the Department's weekly program, Joseph M. Pigott, President of the Pigott Construction Company, Hamilton, Ont., and a leading pioneer in the Canadian apprenticeship field, urged employers to accept the responsibility for the supply of trained workers. Many employers are apathetic, he said.

1953 Housing Upswing Continued in June

The 1953 upswing in new residential construction in Canada continued in June and prospects for its continuance during the second half of the year appear good, the Dominion Bureau of Statistics has reported.

The number of new dwelling units begun and completed in the first six months this year is substantially higher than the 1952 total.

Housing starts during the six-month period numbered 46,746, a gain of 11,455 units over the 35,291 units begun during the first half of 1952. This is almost a 33-per-cent increase.

Completions registered a 39-per-cent gain, numbering 39,491, a figure exceeding by 11,151 last year's January-to-June total of 28,340.

New dwelling units under construction at the end of June totalled 62,791, a number 8,506, or nearly 17 per cent, higher than the 50,285 under construction at the same date last year.

June starts were slightly higher than a year earlier, 11,308 against 11,095. June completions were up sharply at 6,675 against 4,081 in June 1952.

The average time under construction of dwellings completed in June dropped to 7.4 months from 7.8 months in June last year.

U.K. Housing in 1st Half Increases 25 Per Cent

Since the Second World War, Britain has built nearly three times as many houses as were destroyed or made unfit for occupancy by enemy action, the Ministry of Housing has reported.

The completion of 145,000 houses in the first six months of 1953 brought the post-war total to 1,401,000. Another 314,000 were under construction on June 30. Housing figures are nearly 25 per cent higher than last year.

U.S. Housing Starts Begin to Decline

In the United States, housing starts in July were 7 per cent fewer than in June. According to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics, the month's starts numbered 96,000 compared with June's 103,000.

During the first seven months this year, 674,500 new permanent non-farm dwelling

units were begun, slightly more than the 668,400 units for the comparable months last year.

Municipalities Blamed For Housing Shortage

Blame for Ontario's unrelieved housing shortage has been laid to the province's municipalities by A. E. K. Bunnell, Director of the Housing Branch of the Ontario Department of Planning and Development.

Mr. Bunnell told the urban elected representatives section of the Ontario Municipal Association recently that municipalities have made a poor response to these offers:—

The federal-provincial offer in 1950 to acquire raw land, subdivide it, service it, then make it available to builders or municipalities.

The Ontario government offer in 1951 to build 5,000 rental units, to be financed on a full-recovery basis by a federal-provincial partnership, or on a subsidized basis by a federal-provincial-municipal partnership.

The further provincial offer to increase the number of these units to 25,000 when the first 5,000 were completed and if demand persisted.

Mr. Bunnell said that with regard to the first offer, only 10,000 lots have been provided. He admitted, however, that little or no land is available in big cities where the problem is most urgent.

"With regard to rental housing," said Mr. Bunnell, "there is land available which can be readily serviced. Yet the score to date (August 25) is only 1,662 units completed, 375 pending, or a total of only a little over 2,000 units. The Department and the Central Mortgage and Housing Corporation feel that this is a good deal which is being offered the municipalities. But the response shows a pretty poor record for this big province."

Factors aggravating the shortage of housing were listed by Mr. Bunnell as: lack of serviced or readily-serviced land; intervals when there has been a lack of mortgage money, one of which exists now; and the impatience of young people to save the necessary down payment.

Few annexations have overcome the lack of serviced land, said Mr. Bunnell. In most cases existing municipal sewer and water facilities have needed overhauling even without expansion. Furthermore, because the growth in fringe areas has been

largely devoid of industrial assessment, the burden of financing new services has fallen on the resident population.

In the past eight years, 200,000 new housing units have been built in Ontario. But this was only one unit per four new people and did not even dent the housing shortage backlog, said Mr. Bunnell.

U.S. Bans Discrimination In Federal Contracts

In an executive order of August 13, President Eisenhower established a 15-member Government Contracts Committee to prevent discrimination in employment by companies holding federal government contracts. Under the new committee, which replaces the Committee on Government Contract Compliance set up by President Truman, recommendations will be made to contracting agencies for improving and making more effective the non-discrimination provisions of government contracts, complaints of discrimination will be received and referred back to the government agency responsible for taking action and educational programs by non-governmental bodies in co-operation with state and local governments will be encouraged to reduce "the basic causes of discrimination".

The Canadian government took similar measures to prevent discrimination by holders of federal contracts on September 24, 1952, when it was provided that anti-discrimination clauses be inserted in all contracts entered into on or after January 1, 1953 (L.G., Oct. 1952, p. 1318).

Apprenticeship Director Named in Saskatchewan

Frank H. Ellis, a former president of the Regina local of the Machinists union, has been appointed Director of the Apprenticeship Branch of the Saskatchewan Department of Labour. He succeeds J. Stanley Dornan.

Mr. Ellis had worked as an inspector in the apprenticeship branch and had also instructed at the Canadian Vocational Training School in Regina and at the Technical School in Swift Current.

Two Canadian Experts Complete ILO Duties

Following the completion of their services as members of the United Nations and Specialized Agencies Expanded Technical Assistance Program, two Canadian

members selected by the International Labour Organization have returned to Canada. They are Sheldon Ross and John Inglis.

Mr. Ross, formerly one of the editors of the Department of Labour's industrial classification manual and an associate director of the National Selective Service during the war, had assisted the Burmese government in making a manpower survey in industry and agriculture for the purpose of making occupational adjustments in connection with the economic development plans of the country. Mr. Ross is at present with the Department of Resources and Development.

Mr. Inglis, once night school principal at the Vocational Institute in Vancouver, has returned from Greece where he assisted in organizing practical training courses and programs in vocational schools. Mr. Inglis was formerly regional director of vocational training in British Columbia.

Fewer Canadians Receive Blind Persons Allowances

The number of blind persons in Canada receiving allowances under The Blind Persons Act decreased from 8,332 at March 31, 1953, to 8,283 at the end of the second quarter, June 30, 1953.

The federal Government's contributions under the federal-provincial scheme totalled \$732,698.22 for the quarter ended June 30, 1953, compared with \$741,821.15 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$4,439,364.46.

During the quarter, 107 persons receiving blind allowances were transferred to the administration of The Old Age Security Act, compared with 105 in the preceding quarter. Since the inception of the Act, 647 recipients have been transferred.

At June 30, 1953, the average monthly allowance in the provinces ranged from \$37.66 to \$39.54. In all provinces the maximum allowance paid was \$40 a month.

Most 1953 Graduates Have Found Work

Of more than 12,000 students who graduated from Canadian universities this year, only 254, about 2 per cent, were still registered at the National Employment Service offices at the end of July as looking for work. A fair percentage of these 254 graduates were actually working but were still registered with NES because they were seeking more suitable jobs.

Practically all of the university undergraduates, nearly 42,000, found summer employment of one kind or another this year.

More Canadians Receive Old Age Assistance

The number of persons receiving old age assistance in Canada increased from 87,675 at March 31, 1953, to 89,706 at the end of the second quarter, June 30, 1953.

The federal Government's contributions under the federal-provincial scheme totalled \$4,991,000.61 for the quarter ended June 30, 1953, compared with \$4,903,990.47 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$26,397,076.47.

During the quarter, 4,559 persons receiving old age assistance were transferred to the administration of The Old Age Security Act as compared with 4,116 in the preceding quarter. Since the inception of the Act, 18,347 recipients have been transferred.

At June 30, 1953, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.53 to \$37.88, except for one province where the average was \$24.92. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.18.

700,000 Now Receive Old Age Security

The number of persons receiving old age security payments in Canada passed the 700,000 mark in July, statistics released by the federal welfare department reveal.

This figure is an increase of almost 84,000 since the first payments of \$40 per month without regard to income were made to persons 70 years and over in January 1952. Payments, made entirely from federal funds, now total more than \$28,000,000 per month.

More than 5,000 persons sent in applications and were paid for the first time in July, federal welfare officials stated. About 900 of these could have been paid earlier if they had applied in time.

Wage Guarantees Create Problems; No Answer Yet

A study of the relationship between annual wage guarantees and regulations governing the payment of state unemployment compensation has resulted in no proposals for

co-ordinating the two but calls attention to three major policy decisions that will ultimately have to be made.

The study was made by a committee of the United States Interstate Conference of Employment Security Agencies.

Co-ordination of annual wage plans and unemployment compensation will have to await further study in view of the wide variation in annual wage provisions and their possible future growth and importance, the committee said.

The committee did find that, where annual wage plans have been reviewed by state security agencies, guarantee payments "have been universally regarded as wages and therefore constitute a bar to the receipt of unemployment benefits".

The policy decisions that will have to be made if and when guaranteed wage plans become more common, the committee pointed out, are:—

1. What to do about the unemployment compensation principle that the claimant must be out of work and suffer a loss of wages to receive unemployment benefits.

2. What to do about the requirement that the claimant must be available for other work if, under an annual wage plan, he is considered to be attached to his previous job for the duration of the wage payments.

3. What to do about possible conflicts in the definition of "suitable" work under annual wage plans and unemployment compensation eligibility requirements.

The committee suggested that payment of wage guarantees in a lump sum at the end of the guarantee period might dissolve some of these problems.

Encourage Youth to Finish School—Durkin

At the beginning of another school term, the United States Secretary of Labour, Martin P. Durkin, urged parents of teen-aged youth to encourage their children to return to classes.

"Last year one-third of America's 16- and 17-year-olds—20 per cent more than in 1951—failed to return to school after taking summer jobs," he said. "From 1944 until last fall, there had been a steady decline in the number of boys and girls who stayed out of school for work.

"I hope fathers and mothers will prevent a repetition of last year's increase in school stay-outs, for this is a serious problem. Young people are lured by plentiful jobs at good pay and fail to realize that by not finishing their education now they jeopardize future earnings and advancement.

Moreover, our country needs trained people and informed citizens in our efforts to build a free and peaceful world.

"Every year of schooling increases adult income," he added.

Newfoundland Federation Holds 17th Convention

Resolutions dealing with social security and an alternative industry for Bishop's Falls were passed at the 17th annual convention of the Newfoundland Federation of Labour (TLC) in Grand Falls July 20 to 24.

The 75 delegates gave support to a resolution recommending that a national health plan be established. Other social security benefits requested were increases in old age pensions, widows' and mothers' allowances and assistance to the blind.

Noting that the Anglo-Newfoundland Development Company had decided to discontinue operation of its pulp and paper mill at Bishop's Falls where about 160 workers were employed, the Federation adopted a resolution requesting the provincial Government to investigate the possibility of another industry for the area.

A resolution was passed urging that steps be taken to encourage all trade union members in Newfoundland to join co-operative credit societies as a means of bettering their standard of living.

The Federation requested that all provincial Government employees be covered by the Unemployment Insurance Act.

With regard to provincial legislation for the coming year, resolutions were adopted requesting a Fair Employment Practices Act and an act enforcing fair remuneration for female workers. The Federation also demanded that safety and health inspectors be appointed under the Workmen's Compensation Act.

The delegates requested that the Federation's Committee on Constitution and Law consider an amendment setting up a permanent fund to assist member unions with the cost of litigation.

In an address to the convention, George Schollie, Canadian Vice-President of the International Association of Machinists, reviewed labour legislation in Canada over the past 50 years. He urged the delegates to double their efforts to obtain an Industrial Standards Act in Newfoundland.

Mr. Schollie congratulated the Federation for its success in having an Apprenticeship Act included in the statutes of the province, and he urged that trades councils set up standing committees to review the Workmen's Compensation Act in order to

ensure maximum protection for workers against injuries and industrial diseases.

The provincial Government was represented at the convention by Premier Smallwood, Hon. C. H. Ballam, Minister of Labour, and Hon. E. S. Spencer, Minister of Public Works.

C. W. Strong of St. John's was elected president by acclamation, succeeding Frank Chafe, who retired from office because of his increased work as TLC organizer in the province. Vice-presidents elected were: Norman Munn, John Cramm, Arthur Kelly, Philip Oliver and J. J. Thompson. Others elected were Llewellyn Jones, Treasurer, and Joseph Shapter, Secretary.

Public Employees Study Compulsory Arbitration

The advisability of trading the right to strike for compulsory arbitration will be investigated by the National Federation of Public Employees.

The federation, organized last year at a meeting in Winnipeg (L.G., Sept. 1952, p. 1167), is affiliated with the Trades and Labour Congress of Canada and comprises 102 local unions representing about 16,800 employees of municipal governments and public utilities. Almost half the current membership is from Ontario.

At the federation's second convention in Ottawa last month, 46 delegates decided to set up a special committee to study "the possibility of obtaining legislation that would place civic and public employees in the same category as policemen and firemen for collective bargaining purposes". In Ontario, policemen and firemen have not the right to strike but, under provincial law, have the protection of compulsory arbitration.

Garnet Shier of Toronto, President of the Federation, said that "we think a strike is not advisable in the public service and is neither in the best interests of employees or their employers". The delegates agreed, however, that a form of protection similar to compulsory arbitration must be provided to replace the strike weapon.

The convention expressed dissatisfaction with existing labour legislation as it affects public employees, and decided to press for an amendment to the British North America Act to bring civic and public employees under federal legislation. The special committee will present a model code to the federal government outlining what it desires under a national code.

At the TLC convention the following week, Vice-President William Jenoves said the Congress was not responsible for state-

ments made at the public employees' convention. He said compulsory arbitration was not TLC policy. But Mr. Shier, who also attended the TLC convention, said some of the delegates had misunderstood what had appeared in the press. The civic organizations were only studying the question, he said.

Convention Approves ITU's Publishing Set-Up

Unitypo, Inc., the \$4-million corporation set up by the International Typographical Union (AFL-TLC) to compete with publishers in cities where printers are on strike, will remain in existence.

A large majority of the 400 delegates to the union's 95th convention in Detroit, August 17-21, voiced approval of the Unitypo policy, thereby backing up President Woodruff Randolph and his administration. Opposition delegates charged that the policy was wasteful and ineffective but were voted down 3 to 1.

The union-financed corporation publishes daily newspapers with a combined circulation of about 200,000 in ten cities in the United States and in Hamilton, Ont., where the local union has been on strike for more than seven years.

Altogether the union has spent \$4,200,000 in setting up newspaper plants where printers are on strike. Despite the opposition group, the report of the convention's defence committee urged and won support for continuance, and if necessary enlargement, of the program.

A bid for a Canadian vice-president on the ITU executive was defeated. A resolution submitted by a Toronto local requested an amendment to the union's by-laws that would have added a fourth vice-president, a Canadian, to the executive. The committee on laws recommended rejection, explaining it felt the present five elected officers were enough.

CCCL Textile Group Asks Royal Commission

The National Catholic Textile Federation, affiliated with the CCCL, has sent a message to the Prime Minister asking him to institute a royal inquiry in order to clear up the situation in the Canadian textile industry.

René Gosselin, President of the Federation, specified that a royal inquiry should examine the problem of tariffs and the employers' request for an increase in tariff protection against textile imports and

should study the need for such tariff protection and its effect on the Canadian economy.

At the Federation's annual convention, held in July, Mr. Gosselin stressed the need for a Government investigation, to be held without delay, for the purpose of clearing up the whole textile industry situation. "We want to know," he said "whether the employers are right in complaining of foreign competition, and we want to know what the Government intends to do towards settling this problem."

The text of Mr. Gosselin's message to the Prime Minister reads as follows:—

"On behalf of the textile workers we ask you to institute royal inquiry to examine problem of tariffs and employers' request for increased tariff protection against foreign textile products. The Inquiry Commission should both study the need for this tariff protection for the Canadian textile industry and its effects on the country's economy."

Revised Reprint of July Article Now Available

The table that accompanied the article "Wage Rates for Male Labourers in Manufacturing" in the July issue of the *LABOUR GAZETTE* has undergone some changes because of later tabulations. The revised table is included in a reprint of the article now available from the Economics and Research Branch, Department of Labour.

The changes in the table will also appear in the Department's annual report *Wage Rates and Hours of Labour in Canada, 1952*, to be published shortly.

The table that accompanied the article was based on preliminary tabulations obtained in the annual survey of wages and salaries conducted by the Department.

Make 1952 Report for Human Rights Yearbook

Canada's 1952 report for the *Human Rights Yearbook* on legislative changes affecting the rights set out in the Universal Declaration has been prepared by the Department of Labour and transmitted to the Human Rights Division of United Nations. Copies are available on request from the Legislation Branch, Department of Labour, Ottawa.

According to the report, no single step was taken by Parliament or any provincial Legislature in 1952 which could be called an important development respecting

human rights. Changes in a number of laws having a bearing on human rights are noted.

The series of *Human Rights Yearbook* published by the United Nations was begun in 1946. The first yearbook contains the texts of all bills of rights and other constitutional provisions in effect in that year in 73 countries; each succeeding volume records the changes made each year.

Million British Women Sign Equal Pay Petition

Nearly one million British women have signed a petition demanding equal pay for equal work for the United Kingdom's seven million women workers, according to British press reports.

Two weeks after this announcement, the Associated Country Women of the World, meeting in triennial convention in Toronto, rejected a British-sponsored resolution urging ACWW support for the principle of equal pay for equal work.

Circulation of the petition was begun last April by the Fawcett Society, a women's employment research organization. Canvassers from all occupations, including the professions, the civil service and trade unions, collected signatures in England, Scotland and Wales.

While admitting that the petition is not an effective political weapon, Mrs. Gertrude Horton, Society Chairman, explained that it will serve to direct government notice to a problem that has occupied the Society's attention, on and off, for more than 30 years.

The justice of the claim has been acknowledged by all British political parties and Parliament has on four occasions—in 1920, 1936, 1944 and 1952—declared itself in favour of the principle; but it still remains to be put into effect.

The motion put before the ACWW said the organization should work for "economic equality for women to complete their citizenship". It was defeated on the grounds that the ACWW is not prepared at present to explore the infinite implications of the suggestion.

"As we specially represent rural women," explained Mrs. Raymond Sayre, retiring President, "the implications would be far-reaching, particularly in relation to life on the land."

Presents Arguments for Equal Pay for Women

"Women should be given equal pay for equal work; furthermore they need ade-

quate and suitable vocational training in order to be happy in some work which is fitted to their nature and to their physical and intellectual aptitudes," states Roger Chartier,¹ MSS, in charge of labour relations classes at the Laval Centre for Adult Education.

Mr. Chartier² studies three ways by which it is possible to determine whether there is equal pay or not: through a study of the comparable output of men and women, through a study of the relative value of women's work with regard to the cost of production, and through objective and scientific job analysis.

The author, who is in favour of the application of the principle "equal pay for equal work", takes his stand on moral and economic grounds. "The application of this principle," he states, "will eliminate, in the determination of wage rates, all considerations of the sex of the worker that have no bearing on output or on the nature or the value of the work itself. Through such objectiveness, a better job analysis will be possible and *all* workers, both men and women, will be assured of fair treatment."

From an economic standpoint, with respect to women workers, Mr. Chartier uses an argument brought up by the Christian syndicates of Europe: "If there is not equal pay for equal work, a lack of balance will inevitably follow; part of the cost price will be incorporated either in an unduly high profit or in an unduly low selling price."

With respect to men, Mr. Chartier is of the opinion that this will gradually bring to an end the competition between male workers and female workers on the labour market.

Mr. Chartier brings forward the argument related to purchasing power. "The application of the principle," he states, "will assuredly bring, for the great majority of the workers, an increase in purchasing power, a greater demand for consumer goods, an increase in production, more work and consequently a higher standard of living."

Finally, Mr. Chartier believes that equal pay for equal work will bring about a more rational distribution of labour within the establishments.

¹Roger Chartier, *La rémunération du travail féminin*, Relations industrielles, Vol. 8, No. 3, Les presses universitaires Laval, Quebec.

²Mr. Chartier is the author of an interesting study, *Problèmes du travail féminin*, Laval Centre for Adult Education, 1952. \$1.

Widow of Sam Gompers Dies in New York

Mrs. Gertrude Gompers, widow of Samuel Gompers, founder and for many years president of the American Federation of Labour, died August 1 in New York at the age of 70. Her husband died three years after their 1921 marriage.

Mrs. Gompers herself was active in trade unionism and had worked for various unions in the United States.

U.S. Labor Department Reorganized by Durkin

Reorganization of the United States Department of Labor, announced recently by Labor Secretary Martin Durkin, will give four assistant secretaries direct responsibility for department functions.

Mr. Durkin said that reorganization will insure more efficient operation of the Department and better enforcement of labour laws. It is the first time assistants have been given such wide powers.

The Bureau of apprenticeship, employment security, veterans' employment service and veterans' employment rights will be under the direction of Assistant Secretary Rocco Siciliano.

The Department's activities in international labour affairs will be supervised by Assistant Secretary Spencer Miller Jr. Assistant Secretary James E. Dodson will supervise management and internal operation of the Department.

The bureaus of labour statistics and labour standards, the wage, hour and public contracts divisions, the women's bureau and other agencies will be supervised by Assistant Secretary Harrison S. Hobart. Mr. Hobart was formerly an official of the Brotherhood of Locomotive Engineers.

Average U.S. Pension Plan Pays \$117.50 Monthly

Retirement income of \$117.50 per month, including \$77.50 from social security, is the average benefit provided in 300 collective bargaining pension programs covering nearly six million workers studied by the United States Bureau of Labor Statistics. This amount can be expected by a worker whose earnings have been \$3,000 per year and who retires after 30 years of service.

The New York State Department of Labor gives \$120.50 per month as the corresponding figure for 230 plans covering nearly one million workers in that state.

A worker with a \$3,000 average income retiring after 20 years of service would receive \$104.50 on the national average and \$106 on the New York State average, ten per cent less in each case. A worker whose average annual wage has been \$4,000 would, after 30 years of service, receive a monthly retirement income of \$136.76 on the national average, 12 per cent higher than the \$3,000 worker. The average pension is higher under plans to which the worker as well as the employer contributes, it was found.

Of interest in this connection is a recent report by the National Industrial Conference Board that payments for pensions and other welfare benefits by corporations in the United States reached new high levels in 1952, continuing the rapid increase in these payments over the last 15 years.

Figures compiled by the Board show that fringe benefits cost private industry a record \$8,054,000,000 in 1952, compared with \$7,677,000,000 in 1951. However, this increase of \$377,000,000 from 1951 to 1952 was the smallest year-to-year gain since 1949. In 1951 the gain was \$1,055,000,000 over 1950; in 1950 it was \$1,497,000,000 over 1949.

In 1952 employers contributed \$3,436,000,000 for private pensions and welfare funds, compared with \$3,125,000,000 in 1951; \$2,101,000,000 for old-age and survivors insurance, compared with \$1,966,000,000; \$1,654,000,000 in taxes and contributions for unemployment insurance, compared with \$1,757,000,000; and \$863,000,000 for other benefits, compared with \$829,000,000 in 1951.

Department Store Union President Dies at 58

Irving M. Simon, President of the Retail, Wholesale and Department Store Union (CIO-CCL), died in New York September 2. He was 58 years of age.

Born in Poland, Mr. Simon began work at the age of 12 in a Brooklyn shoe store. In 1913 he helped form what is now Local 1268, and from 1922 until his death was its business manager.

Mr. Simon became a vice-president of the international union in 1937, the year it joined the Congress of Industrial Organizations. In 1948 he was named president and guided the union from its low ebb following the expulsion of Communist elements to its present membership of 85,000.

F. P. Walsh Again Heads N.Z. Labour Federation

F. P. Walsh was re-elected president of the New Zealand Federation of Labour at its annual convention this year.

Other officers re-elected were W. A. Fox, Vice-president, and K. M. Baxter, Secretary-Treasurer.

The convention adopted resolutions dealing with industrial co-partnership, profit-sharing, tax rebates and employment. The report of the Federation's executive urged support for the United Nations and the International Confederation of Free Trade Unions.

Longshoremen's Union Suspended by AFL

The International Longshoremen's Association has been suspended for an indefinite period by the American Federation of Labour. The action was taken at the AFL executive council meeting last month in Chicago (see page 1258).

The suspension has to be ratified by this month's annual convention of the AFL. The union has the right of appeal.

Reason for the suspension was the ILA's unwillingness to cleanse its ranks of corrupt elements.

Many observers expect the AFL eventually to expel the longshoremen's union; basis for this opinion is the belief that, as the union's leadership is itself involved in the corruption, it is unlikely that it will heed AFL President George Meany's appeal to clean house.

This is the first time the AFL has disciplined a union for engaging in corrupt practices.

In the absence of any move by the ILA leaders to purge the union's ranks of corrupt elements, one local has seceded and several others have announced their intention to withdraw. A local representing 2,500 workers in New York lumber yards has left the ILA and obtained a charter from the International Brotherhood of Teamsters. Locals representing longshoremen along the Great Lakes, the Gulf

of Mexico and other areas outside New York have applied to the AFL for a charter for a new union, to be known as the American Federation of Longshoremen.

Sponsors of the charter estimate that 30,000 longshoremen—half the ILA membership—would transfer to the new union.

AFL officials have indicated that no action will be taken on the charter application until after this month's convention decides what to do about the ILA.

Two Toronto Locals Mark 50th Anniversary

Two local unions in Toronto are this year celebrating their 50th anniversaries. They are Local 35 of the International Photo Engravers Union (AFL-TLC) and Local 12 of the Amalgamated Lithographers of America (CIO-CCL). Both have long records of good relations with industry.

The engravers local was formed by 14 members and received its first charter from the parent union on July 15, 1903. The local began bargaining, called its first strike and won its first collective agreement in 1904. It now numbers some 600 members in the city of Toronto.

Nine charter members of the local are still living. They are Fred Doran and Jim Egan, both members of the original executive, Albert Patterson, Fred Osler, William Ellison, Robert Baird, Herbert Hamel, Frank Anderson and Thomas Bryan.

The pioneer members of the lithographers local originally held membership cards with the Buffalo local of the union. When in 1903 the number of Toronto members reached ten, a permanent Toronto local was formed. It now numbers some 750 members and is the largest in the 1,800-member lithographers union.

The local has gone on strike twice, both times over wages. The first strike was called a few years after founding; the second in 1949.

Only one of the ten original members is living. He is Charles Voss, retired and living in Toronto.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

Reprints from The Labour Gazette—

PRICE: 10 cents.

Annual Vacations with Pay in Canadian Manufacturing Industries (Aug., 1952.)

The Normal Work Week in Canadian Manufacturing Industries, 1951 (June, 1952).

Wages, Hours and Working Conditions in the Primary Textile Industry (May, 1952.)

Cost of Living Escalator Clauses in Collective Agreements (Dec., 1951).

Numbers of Workers Affected by Collective Agreements in Canada, by Industry (Dec., 1951).

Annual Report of the Department of Labour

(for fiscal year ended March 31, 1952).

PRICE: 25 cents.

Labour Organization in Canada

1952 Report. PRICE: 25 cents.

Strikes and Lockouts in Canada and Other Countries, 1952

PRICE: 15 cents.

Annual Report on Wage Rates and Hours of Labour in Canada

PRICE: 25 cents.

Labour-Management Co-operation Service Publications—

Teamwork in Industry (monthly).

Industrial Democracy at Work.

Partners in Production No. 2.

Teamwork in Action.

A Stitch in Time.

Co-operation Works Here.

Meters, Motors and Men.

Joint Consultation in the E. B. Eddy Company.

Joint Consultation in Service Industries.

Making the Most of Your LMPC.

The Foreman and the LMPC.

Labour-Management Co-operation Service.

The Labour Representative on an LMPC.

Duties of an LMPC Chairman.

What Management Men Say about LMPCs.

Provincial Labour Standards

(concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation) PRICE: 10 cents.

2 Minutes of Employment Facts—

(semi-monthly) FREE.

Apprenticeship in Canada

PRICE: 15 cents.

Vocational Education in Canada—

PRICE: 15 cents.

Bulletins of Industrial Relations Series—

PRICE: 10 cents.

No. 1—Joint Councils in Industry.

No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, 1921.

No. 5—Canada and the International Labour Conference.

No. 8—National Conference regarding Winter Employment in Canada.

Canadian Railway Board of Adjustment No. 1

Nos. 9-18—Reports of Proceedings of the Board covering three-year periods from 1923 to 1951.

Labour Legislation in Canada as Existing on December 31, 1948

PRICE: \$2.00.

First Supplement (1949-50) PRICE: 25 cents.

Workmen's Compensation in Canada

(a comparison of provincial laws)

PRICE: 10 cents.

Occupational Monographs—

FREE.

Bricklayers and Stone Masons.

Careers in Natural Science and Engineering.

Carpenter.

Electrician.

Forge Shop Occupations.

Foundry Workers.

Lawyer.

Machinist and Machine Operator (Metal).

Mining Occupations.

Motor Vehicle Mechanics and Repairmen.

Optometrist.

Painter.

Plasterer.

Plumber, Pipe Fitter and Steam Fitter.

Printing Trades.

Sheet Metal Worker.

Social Worker.

Technical Occupations in Radio and Electronics.

Tool and Die Maker.

Guaranteed Wage and Employment Plans in Collective Agreements

Of 937 agreements covering 610,200 workers, only 28 affecting 16,900 employees in manufacturing provide wage or work guarantees other than reporting allowance and call-in pay; in non-manufacturing, only ten

Although the number of guaranteed wage plans in Canadian industry is small, those now in effect show wide variations both in objectives and in the practices followed. In their most limited form, such plans guarantee employees called to work a minimum number of hours at regular pay. More important to the worker's income, however, are those plans which guarantee employment and income over longer periods of time, ranging from a week to as long as a year.

A sample of 937 collective bargaining agreements effective in Canadian industry was examined by the Economics and Research Branch for guaranteed wage or guaranteed employment provisions. In manufacturing, 564 agreements covering 343,100 workers were included in the sample. Only 28 applying to about 16,900 workers provided wage or work guarantees other than reporting allowances and call-in pay. Among the 373 agreements, covering 267,100 workers examined in non-manufacturing industries only ten had similar plans (See Table 1).

Guaranteed wage plans all have the common objective of protecting the worker's income through periods of lay-off. For example, workers in the meat packing industry are guaranteed a certain number of hours of work in each week of employ-

ment. In the past, the irregularity of livestock deliveries to the packing houses often resulted in less than a full week's work. In other industries, periodic lay-offs of longer duration often take place as a result of seasonal variations, "tooling-up" periods or other factors affecting the scheduling of production.

Types of Plans

The various guaranteed wage plans can most readily be grouped according to the period of employment covered by the plan. As will be seen in the table, most of the plans now in effect cover relatively short periods. Their importance to the worker will increase as the period covered grows longer.

"Call-in pay" or "reporting pay" are the most common forms of wage guarantee. These provide minimum pay, usually two to four hours' pay, to workers who either are called in to work or report for work at their usual hour and find no work available.

The guaranteed work week in Canada is mainly found in the meat packing and urban transportation industries. The plans in the two industries differ widely. In meat packing, the purpose is to establish a minimum work week irrespective of the level of livestock deliveries to the plant.

TABLE 1.—GUARANTEED WAGE PROVISIONS IN COLLECTIVE AGREEMENTS

(as shown in a selected sample of 937 agreements)

Type of Provision	Non-Manufacturing		Manufacturing	
	Number of Agreements	Number of Employees Affected	Number of Agreements	Number of Employees Affected
Annual Work or Wage Guarantee.....	3	1,300	2	600
Monthly Wage Guarantee.....			6	4,100
Weekly Work or Wage Guarantee.....	4	1,900	9	1,500
Minimum Call Pay and/or Reporting Pay.....	111	108,300	335	243,000
Weekly Work or Wage Guarantee Combined with Minimum Call Pay.....	3	500	11	10,700
No Provision.....	252	155,100	201	83,200
Totals.....	373	267,100	564	343,100

In urban transportation, the guarantee applies to workers without regular assignments and establishes for them a minimum work week. In both cases, however, once a worker has been on the payroll for the first day or two of the week, he will be paid for a complete week or some stated portion of the week.

Monthly wage guarantees are uncommon in Canadian industries. They are found, however, in specialized sections of the fish processing industry.

Guaranteed annual wages have been popularly discussed in recent years as a result of the stated objectives of certain unions in the United States and in Canada. Some plans have been in existence for several years but their coverage is relatively small. The claim of the employees has been that the employer should either overcome variations in employment throughout the year by better scheduling of production or pay wages during any lay-off.

A guaranteed annual wage plan is illustrated by the now-famous Hormel Plan in the United States, which guarantees employees 52 pay cheques a year¹. The actual hours worked during any period of the year may vary but provision is made to spread the income of the worker more evenly through the year so that it is paid in 52 weekly instalments. A similar plan has been in effect for some years at the Scott-McHale Shoe Company in London, Ont. Here, the amount paid to the employees over any year is covered by a fixed percentage of the total wholesale price of shoes manufactured during that year.

A guaranteed annual employment plan is illustrated by the Proctor and Gamble plan in the United States, in this case a guarantee of 48 hours' work during the year. Other work guarantees are based on hours, so that a minimum number of hours is to be worked in each year. The method of applying a guaranteed annual employment plan will necessarily differ from a guaranteed annual wage plan.

Wage and Employment Guarantees in Canadian Manufacturing Industry

With the exception of two annual wage plans applying to shoe workers, the guarantee provisions in the manufacturing agreements analyzed in this sample are not designed to provide workers with continuity of income or employment for any lengthy period of time. Seventy-four per

cent of the workers under the agreements surveyed are guaranteed two to four hours' pay whenever they are called in to work or report for work at their usual hour. Of the 28 agreements that provide guarantees for longer periods, the limit is usually one week or one month.

Annual Wage Stabilization Plans

Two plans in effect in the shoe industry aim to stabilize the worker's income over the year. Only certain classes of employees are eligible. Each eligible employee is guaranteed one pay cheque for each week that the agreement is effective, regardless of business conditions or regularity of employment. However, the annual wage may fluctuate since the fund from which the pay cheques are drawn is a specified percentage of the wholesale value of shoes packed during the life of the agreement. Any surplus in the wage fund may be used to build a reserve for use during slack periods or to revise weekly rates of pay upwards. Similarly, when wage payments exceed the amount available, weekly rates may be revised downward.

Monthly Earnings Guarantee

Under six agreements in this sample covering 4,100 workers in fish processing plants, a minimum monthly guarantee is assured to certain classes of employees. However, it applies only to those employees who remain a full season or complete the work for which they are engaged. In fish processing plants, a season is the period during which a preponderance of a particular species of fish is processed.

Weekly Earnings or Work Guarantee

Weekly guarantees of work or wages are provided for in 20 agreements in this survey affecting about 12,200 workers. They are chiefly used in the meat packing industry, where 13 of the existing plans are in force.

Under the meat packing agreements, the work week or the weekly wage is guaranteed. A particular clause may guarantee the payment of a weekly minimum wage corresponding to a specified number of hours of work, or it may guarantee a specified number of hours of work at the employee's regular rate of pay. The guarantee clause is always worded in a manner to exclude overtime premium payments from the guarantee. An example of a weekly work guarantee in the meat packing industry is as follows:—

The Company agrees to guarantee every employee, not otherwise excluded, in every week of employment 36 hours' pay

¹See *Guaranteed Wage Plans in the United States*, Bulletin No. 925, United States Department of Labor.

at regular rates, subject to the following provisions. Premiums for night work and overtime shall not be considered when calculating what guarantee, if any, is to be paid.

- (a) The Company shall adjust gangs in proportion to the work available or expected. To provide employees with the guaranteed hours of work, the Company shall be free to distribute work within Departments and to transfer employees from one department to another, reasonable consideration being given to seniority, to ability, and to extreme changes in temperature.
- (b) An exception to the weekly guarantee occurs in the case of gangs hired on a temporary basis and normally providing employment for a period of less than six consecutive working days.
- (c) The union agrees and the Company expects that employees will perform whatever tasks may be assigned to them conscientiously. If any employee declines to perform the task assigned to him, the Company shall be absolved from its guarantee in respect to the hours so lost by that employee.
- (d) Any employee who is tardy or absent from work on any day or part of a day that he is scheduled or directed to work shall have his guarantee reduced by the time so lost.
- (e) An employee who is employed after the first of the payroll week shall be guaranteed that fraction of 36 hours' work which the number of days remaining of the payroll week is of his scheduled work week.
- (f) The guarantee shall be the same in weeks in which the eight paid public holidays occur as in others. Pay received for public holidays shall be regarded as part of the guarantee.

Four agreements negotiated by the International Association of Machinists to cover small groups of garage employees have a guaranteed employment plan similar in content to that in effect in meat packing plants.

The other three agreements have a weekly wage guarantee covering route salesmen employed in bakeries. One provides for the guarantee of a weekly minimum wage to all regular salesmen. The others, slightly different in content, apply in special cases. They state: "Salesmen whose routes have been reorganized in a degree of lessening their weekly earnings shall, for a period of three months, be guaranteed a weekly earning equal to their previous six months' average."

Wage and Employment Guarantees in Canadian Non-Manufacturing Industries

Call-in pay and reporting pay provisions are somewhat less prevalent in non-manufacturing industry agreements. The most frequent occurrence of this provision is in construction and longshore work.

The **guaranteed work week** is found in some urban transportation agreements and applies to "spare men", as mentioned above.

Annual wage guarantees are provided in two agreements of this survey covering inland water transport. One assures all licensed personnel a percentage of their normal pay (50 per cent or 33½ per cent, depending on classification) during the winter months or other periods when the boats are not operating. This applies to employees who have completed one season of employment and who continue in the service of the company. The other contract bases pay on 12 months for licensed personnel. They receive full pay on the basis of 12 months even though the operating season may be shorter.

Four inland water transport companies not having collective agreements have reported annual guarantees for licensed personnel. One guarantees work during the winter at full monthly rates of pay. The second guarantees 12 months' full salary and places the men on call for work during the winter. Another guarantees 12 months' full salary and mentions nothing about work during the winter. The last one guarantees 8½ months' pay for the regular season and 1½ months' pay during the winter.

Coverage of the Plans

The portion of the working force covered by the various plans may vary. In some cases the guarantee may be restricted to certain highly skilled employees; in others it may apply only to workers with a certain length of seniority. Some plans relate to the basic crew. For example, in the United States, the Sea Board Airline Railway and various AFL unions bargain each year the size of the minimum work force which is to be guaranteed six days of employment each week for the ensuing year.

Recent Developments

Interest in guaranteed wage plans, particularly those related to yearly periods, has been shown in many quarters in recent months. At the international level the problem has been raised at several of the industry committees of the International

Labour Organization. The latest to make a recommendation on the subject was the Textile Committee (International Labour Organization Textiles Committee, 4th Session, February 2 to 13, 1953. See L.G., May, p. 693). This Committee adopted a memorandum recognizing the need for reducing the instability of employment in their industry and urging further study of the principle of a guaranteed annual wage.

At least two international unions with membership in this country have sponsored plans for the guaranteed annual wage. The United Steel Workers of America (CIO-CCL) and the United Automobile Workers (CIO-CCL) have been most active in this respect. At the present time, the United Automobile Workers have laid a proposed guaranteed wage plan before a committee of economists for their advice. There has been, however, no bargaining on this plan in the negotiations within the industry nor have the details been made public.

In mid-1952 the United Steelworkers of America (CIO) signified their intention to seek a guaranteed annual wage in the United States. Although they dropped this demand in their bargaining, they proposed a plan which would supplement unemployment insurance benefits. Employers would be required to contribute $6\frac{1}{2}$ to 7 cents per hour worked by each employee to a fund. The fund would be used to guarantee employees having three years or more of service 30 hours' pay per week for 52 weeks during any spell of unemployment. This amount would be paid in addition to any state unemployment compensation benefits. The union has indicated that it is also interested in getting a similar

guarantee in Canada. In their 1953 bargaining, the union sought unsuccessfully in the United States to have a joint labour-management committee set up to study the subject.

Discussions on the general question of guaranteed annual wages have brought forth a number of arguments about the practical nature of such plans. On the one hand it is contended that the worker's need for food, shelter and clothing continues throughout the year and that employment and wages should do likewise. Moreover, it is held that the social costs of forced idleness should not fall solely on the worker but should either be eliminated or spread over the community as a whole.

It also argued that the guaranteed wage will have important benefits for management. An incentive will be provided to seek methods of regularizing production schedules. It is further contended that a feeling of security among the workers resulting from such a plan will bring increased output and less resistance to technological change. Finally, it is contended that labour turnover would be reduced.

Those opposing guaranteed annual wages point out that the additional cost to industry of such plans would be disadvantageous both to management and to labour. They stress the fact that the fluctuations in production within various industries are very often the result of seasonal factors that cannot be overcome by careful planning. They point out in addition that the wage guarantees would result in management being unable to expand or to contract employment as the need arises.

WAGE RATES, SALARIES, AND HOURS OF LABOUR IN CANADA, 1952

ANNUAL REPORT No. 35

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Trades and Labour Congress

Holds 68th Annual Convention

Takes first step towards labour unity, decides to press for guaranteed annual wage, embarks on political education scheme and launches campaign to expose Communist activity in labour movement. Election sees one vice-president unseated; other officers returned by acclamation

Several innovations and departures from previous policy featured the 68th convention of the Trades and Labour Congress of Canada in Ottawa, August 10 to 15. A total of 647 delegates attended.

The convention, which coincided with the 80th anniversary of the formation of the TLC's predecessor, the Canadian Labour Union, took a first cautious step towards labour unity (a reversal of the decision of last year's convention); decided, for the first time, to press for a guaranteed annual wage; agreed, while re-affirming the TLC's non-partisan political policy, to embark on a scheme of political education; and launched a campaign to expose Communist activity in the labour movement.

One new face appears on the executive council as a result of the defeat of a vice-president who had served nine terms in the position.

Disarmament was dropped from the standing platform of principles of the TLC.

The delegates approved salary increases for the Congress President and Secretary-Treasurer and agreed to the establishment of a pension plan for presidents and secretary-treasurers who complete ten terms.

Suggestions that the TLC think about erecting a new building for its national headquarters and about a change in the convention date were advanced but no action was taken on either one.

Appointment of a full-time education director and establishment of an education department, recommended by the committee on officers' reports, was approved by the delegates. A person to fill the newly-created position has not yet been named. At present one man performs both organization and education duties.

The Congress is in sound financial position, has the most members—about 580,000—in its 80-year history and is adding new ones at the rate of 1,000 a month, it was reported.

The need for a new building for Congress headquarters was noted in the report of Secretary-Treasurer Gordon Cushing. By setting aside a sum each year, he pointed out, the TLC would have enough for a new building within ten years. He suggested \$100,000 as a target at which to aim.

The suggestion that the TLC's annual convention be held in a different month was made by Mr. Cushing in the discussion of a resolution asking that the Congress meet each September rather than in August. While he agreed with criticisms that August was a poor convention month because it was too hot and conflicted with the annual vacation period, he ruled out September because the executive "hesitates to hold a convention close to Labour Day" and doesn't wish a TLC convention to conflict the AFL convention, which according to its constitution always begins on the third Monday in September. He recommended either May or June, pointing out that holding of the convention in either of those months would enable the Congress to prepare its annual memorandum for presentation to the Cabinet in October or November, before the session begins, rather than in April, as at present, at which time the session is almost over and the Cabinet too busy to give much time to receiving the TLC delegation.

Other amendments to the platform of principles included: the addition of "federal aid to all grades of education"; the replacement of "nationalization" by "public ownership and democratic management" in the plank "nationalization of banking and credit"; and a new plank, "support of the principle of democratic government based on the will and consent of the people as the only foundation for the building of universal peace and freedom".

J. W. Waddell, President of the Ottawa Allied Trades and Labour Association, the host organization, presided at the opening ceremonies. A welcome to the city was delivered by the Mayor, Charlotte Whitton.

Among the other guest speakers were the Minister of Labour, the Hon. Milton F. Gregg; Hon. Leslie M. Frost, Premier of Ontario; and the fraternal delegates, Arthur Deakin from the British Trades Union Congress and Toney Gallo from the American Federation of Labour.

The convention faced an agenda containing 184 resolutions.

Part of the opening day, which coincided with the federal general election, was devoted to a discussion of a recommendation that the TLC executive seek an amendment to the Canada Election Act so that, if an election again occurs during a convention, the delegates will be permitted to vote.

R. K. Gervin, Chairman of the British Columbia Provincial Executive Committee, suggested that polling booths could be set up in the convention hall. "I think the time has come," he said, "for amendment of the Election Act to provide for persons who go out of town for any legitimate purpose."

We have lost our votes this time but we should not let it happen again, one delegate said.

"Strong representation must be made," added R. H. Brown, a Toronto printing pressmen's delegate, "that not only delegates but those travelling for their union organization be allowed to vote at advance polls as well as railwaymen and commercial travellers."

President Bengough promised that the executive would "see, to the best of our ability, that the Act is changed before the next election."

Labour Unity

In a reversal of the action taken at last year's convention, the TLC has decided to take the first step towards the union of all Canadian labour bodies in one organization. This year's convention urged all affiliates to refrain from raiding and called on the TLC executive to explore further steps towards "eventual organic unity".

(Last year's convention rejected a similar resolution after President Bengough attacked the Canadian Congress of Labour, charging it with attempting to undermine the TLC (L.G., Sept. 1952, p. 1185).

The resolution adopted by the convention was a substitute, drafted by the resolution committee, for two submitted by local unions. It was worded as follows:—

Resolved: that this convention urge all of the affiliated organizations of this Congress to refrain from attempting to entice members from any other legitimate organization

into their own and concentrate upon organizing the unorganized as the first step towards closer relations and eventual organic unity between the national central bodies of organized labour in Canada; and that the incoming executive council be encouraged to explore the further steps which should be taken towards this end.

In the preamble to one of the resolutions replaced by the substitute, Transcona Lodge 484 of the International Association of Machinists stated that "we agree with the change in AFL and CIO policy which has made it possible for them to try to resolve their differences."

One delegate, W. Dawson of a Toronto local of the plumbers' union, would have gone further than the resolution. "How much longer are we going to explore this question?" he asked. "The labour world is waiting for a voice from this convention today. Let's have a definite voice and bring an end to this exploration."

Max Federman of the Toronto District Trades and Labour Council said: "We have no issues today on which labour organizations are taking different positions. We are together in the ICFTU, etc."

During the debate on this resolution, the dismissal of two Canadian officers of the International Brotherhood of Teamsters (L.G., Aug., p. 1118) was indirectly referred to by J. Cain of Toronto, a delegate from the plumbers' union there, who said: "It is important that organized labour in this country should be able to elect its own officers. We should have friendly relations with labour organizations in other countries but domination by none."

Another interjection was made by D. Janzen, delegate from the Vancouver carpenters, who assured the convention that "we will not withdraw from the TLC even though the carpenters have withdrawn from the AFL (see p. 1258)."

The resolution was approved almost unanimously.

Guaranteed Annual Wage

Without debate, the delegates approved a resolution urging all TLC affiliates "to press for" a guaranteed annual wage.

The preamble to the resolution, submitted by the Winnipeg and District Trades and Labour Council, pointed out that since 1935 corporation profits after taxes have increased 176 per cent, income from investment 328 per cent but wages and salaries only 89 per cent.

One delegate questioned these figures. A member of the sponsoring council assured him that they were reliable, being taken from federal government statistics. Theirs

were the only voices from the floor as the resolution was given the stamp of approval.

The resolution said the guaranteed annual wage was "a means of stabilizing the incomes of union members and of securing a more equitable share of the wealth they produce".

Political Action

The convention rejected an attempt to forge a link between the TLC and the CCF and to offer TLC support to candidates who endorse the Congress' legislative program but agreed to embark on a scheme of political education.

Three resolutions, all submitted by Toronto unions, were replaced by a substitute drafted by the convention's resolutions committee. One asked that the TLC's legislative program be sent to the leaders of all political parties with a request for their endorsement and support; in return, the resolution promised support for candidates who promised such endorsement. The second urged the establishment of a Labour League for Political Education at national, provincial and local levels. The third called for the "overthrow" of the "traditional AFL policy of political neutrality" and for recognition and support of the CCF as "the political arm of labour".

The substitute resolution, however, reaffirmed the "non-partisan political policy" of the TLC and requested the executive to "make pertinent political information available" to affiliated organizations and to "give serious consideration to the establishment of a Labour League for Political Education".

Some delegates criticized the substitute resolution for a lack of strength. "This is a watered-down substitute for three strong resolutions," said H. Lees of a Toronto plumbers' local. "We don't need any more political information," said Douglas Carr, delegate from a Toronto local of the Operating Engineers, sponsor of one of the resolutions replaced by the substitute. "We need action."

But after Ken Green of Halifax and District Federal Union No. 273 warned the delegates that defeat of the substitute resolution would mean that no action at all would be taken this year by the Congress, the convention approved the resolution.

Subversive Activities

The TLC has decided to launch "a vigorous educational campaign designed to expose the disruptive, subversive activity of Communists in the labour movement and to ensure an alert, informed and active membership that will see to it that

For the first time in TLC history, a man from the press table was called to the microphone on the platform at this year's convention. It was the first time, too, that the reporter had received such a summons.

The man was Mike Harris, labour correspondent for the *Winnipeg Free Press* and dean of Canadian labour reporters.

The reason he was called to the platform was to receive, from Manitoba delegates to the convention, an inscribed watch to mark his 25th year of labour reporting.

Mr. Harris was introduced to the convention by Winnipeg Alderman Victor Anderson, Secretary of the Winnipeg and District Trades and Labour Council. The presentation was made by Sam Herbst, a Canadian representative of the International Ladies' Garment Workers' Union and a prominent labour figure in Winnipeg.

Communists and fellow-travellers are not elected to office or allowed to attain positions of influence in the trade union movement."

The resolution adopted by the convention also urged the federal Government to take "all necessary precautions against sabotage, especially in essential industries".

The double-barrelled resolution was substituted for one from a Toronto local of the International Association of Machinists that called on the TLC to enlist the co-operation of all anti-communist labour organizations "to kick Communists out of Canadian Labour". The preamble to this resolution specifically named the International Union of Mine, Mill and Smelter Workers.

Objection to the use of the term "fellow-travellers" in the resolution adopted was voiced by H. Lees of a Toronto local of the plumbers' union.

"I must warn against the indiscriminate use of such labels as 'Red' and 'fellow-traveller' applied to progressive thinkers in art, literature, etc.," he said. "It is necessary to safeguard the right of any citizen to criticize the Government, provided he does so through democratic channels. We must be careful not to destroy freedom, especially freedom of speech."

He was supported by another delegate from his local, who urged the deletion of the word "fellow-travellers" from the resolution. "Some of the finest men in this country have been smeared by that phrase," he declared.

Earlier the convention defeated a resolution, submitted by a Hamilton local of the International Brotherhood of Electrical Workers, that would have prevented the Congress from barring delegates "because of opinions said or known to be held" by them. The resolution urged that credentials issued by the local bodies be accepted without question.

Only support for the resolution came from George North, a delegate from the United Fishermen and Allied Workers' Union, British Columbia,* who pointed out that Communists were not prevented from running in federal elections. How then, he asked, could the Congress refuse a seat to Communists who were elected as delegates to the convention?

This argument was quickly answered by another British Columbia delegate, A. T. Alsbury of the Vancouver, New Westminster and District Trades and Labour Council. Communists, he said, are always ready to cry out against what they describe as a denial of political freedom. "They should first express a belief in such freedoms and not use them only to destroy them," he declared. "They are the very people who use democratic rights and privileges for the purpose of trying to destroy them."

"You cannot work with people who co-operate only when it serves their purpose, who co-operate today and stab you in the back tomorrow," he shouted.

When the resolutions committee's recommendation of non-concurrence was voted on, it was overwhelmingly approved; only a few voices were raised in opposition.

Health Insurance

Declaring that the Government has "consistently ignored the views of the labour movement and the public generally in not passing legislation on health insurance," the Congress again this year demanded an all-embracing, Government-subsidized health insurance scheme.

This year's resolution, a substitute for 12 submitted by local unions, added to that adopted at the 1952 convention requests that the plan cover artificial limbs and provide "competently supervised mental homes". It was adopted unanimously.

It called for "the early establishment of a Government-subsidized, contributory national health insurance scheme covering every citizen in Canada which will include

*A week after the convention's close, this union was suspended by the TLC executive council until "it proves it is ridding itself of Communist leadership and leanings".

medical, surgical, dental and optical care, hospitalization and artificial limbs where necessary, psychiatric treatment, as well as competently supervised mental homes."

Most delegates considered it did not go far enough. Some would have liked to see it extended to include sickness benefits and convalescent homes, and one suggested the addition of chiropractors.

One or two, while in complete agreement with the principle, felt that it went too far at the present time in view of the lack of hospital facilities. Also, some said, before such a scheme could be put into effect, assurance would be required that provincial governments would be willing to accept their share of responsibility when the federal Government is willing to put up the funds.

Disappointment and dissatisfaction that repeated representations by the Congress had failed to bring about government action were freely expressed on the convention floor.

A vigorous campaign on the part of all locals was advocated. "There hasn't been enough agitation throughout the country," commented some delegates. "We must go after this more aggressively," said W. A. Acton of a Windsor local of the carpenters' union. "What we should do is personally interview each Member of Parliament, back them into a corner and make them declare themselves."

"Let's make the politicians live up to their promises," added Harry Simon of Toronto, delegate from a Fur Workers' Union local.

Opposition by insurance companies and the doctors was blamed for lack of government action. President Bengough, when he entered the debate to answer some of the points raised by the delegates, recalled attempts to set up a provincial scheme in British Columbia. It had been "tied up at the dock" for five years, he said, because of the opposition of the medical profession.

(Criticism of the medical profession on other grounds was levelled in the convention's opening minutes when Jack Cauley, Vice-chairman of the Ontario Workmen's Compensation Board, accused it of opposing, first the introduction and then the extension of workmen's compensation, and of failing to exercise the proper control over its members.)

He also related how he had opposed the draft of a federal act because it was a "closed shop" for doctors: the man administering the act would have been a qualified doctor.



The Minister of Labour, the Hon. Milton F. Gregg, is congratulated by TLC President Percy Bengough at the conclusion of the Minister's speech to the convention. Mr. Gregg is wearing the guest badge just pinned to his lapel by Mr. Bengough.

"What we want is a contributory system operated by the Government, by a commission on which Labour is represented," he declared.

He agreed with the suggestion that all TLC affiliates conduct an aggressive campaign to press for the early establishment of a national health plan. But he did not favour the proposal to circulate a petition throughout the TLC membership.

I don't believe in petitions," he said. "We, your executive, speak for 550,000 members; a petition may get 100,000 names after a great deal of hard work."

He stated emphatically that participation in any plan by private agencies and, in particular, insurance companies would be totally unacceptable to Labour.

Answering criticisms that the resolution did not go far enough, Mr. Bengough declared that "we can't write into it all

the details involved in such a vast undertaking. The resolution sets out the target for us to aim at; the details come later.

"Once the principle is established, it will take a year or two to get the system working satisfactorily; there will necessarily be changes," he stated.

It will be "impossible" to operate the health insurance scheme advocated by the TLC if doctors are to be paid on a "fee-for-service" basis, Mr. Bengough said. That would be nothing more than a "piece-work" system, he pointed out, "more sickness, more pay."

The doctors' argument, the TLC President said, is that any other system would ruin their profession. "There is no truth in that. The doctors on fixed salaries—in universities, in research laboratories—are the ones who have advanced the medical profession."

Another resolution dealing with health problems seeks government aid in the treatment of poliomyelitis.

The number of cases of this dread disease is steadily growing, stated this resolution, submitted by Winnipeg Lodge 714 of the International Association of Machinists, and the cost of proper treatment has increased proportionately so that it is beyond the means of the worker. The resolution requested the Government "to provide the necessary accommodation and treatment facilities for the victims of this disease on a parallel as available for the treatment of tubercular cases."

Unemployment Insurance

Increased unemployment insurance benefits, set at a percentage—between 60 and 75 per cent—of the worker's earnings, are sought by the TLC. In addition, the Congress wants the waiting period reduced to three days, including the first day of unemployment, which is not compensable; the coverage of the Act extended to include all workers; benefits paid when unemployment is caused by illness; and the exclusion of vacation and accrued benefits when eligibility for payment is being established.

These requests were contained in a resolution substituted for 11 submitted by local organizations. It was approved unanimously.

Five other resolutions dealing with unemployment insurance were adopted. One expressed the TLC's opposition to the inclusion of the worker's age on his unemployment insurance book. Another asked that in future all payments of benefits specify the period covered by the payment. A third requested a revision of Unemployment Insurance Commission regulations so that workers on the five-day work week will not have their benefits proportionately reduced.

Again this year the convention asked that benefits should not be withheld from trade unionists "locked out because members of another union are on strike".

A resolution urging the extension of benefits to include all commercial fishermen was amended by the resolution committee, who added the words "who are wage earners". After protests by a delegate from the British Columbia United Fishermen and Allied Workers' Union, sponsors of the resolution, that the addition made the request meaningless in British Columbia, the resolution was referred back to the committee. It was adopted when again presented in this form: "Resolved that this convention instruct the incoming executive to investigate the possibility of

working out practical plans to include commercial fishermen and other such groups of workers under the provisions of the Unemployment Insurance Act."

Transferral of unemployment insurance credits accumulated by a worker to his widow's account if she enters insurable employment was urged in a resolution on which the resolutions committee's recommendation was "non-concurrence".

"We feel that the problems of widows should be dealt with by legislation as proposed by the TLC," said committee chairman Reg. Swanborough to explain the committee's recommendation. When many delegates protested, the resolution was sent back to the committee but failed to re-appear before the convention's close.

Criminal Code Amendments

Clarification of the Government's amendments to the Criminal Code to protect legal strikers from prosecution under the sections dealing with the breaking of contracts and the commission of mischief was urged by a resolution adopted at the convention. It was a substitute for three submitted by local unions.

The TLC has drafted and submitted to the Parliamentary committee discussing the amendment of the Criminal Code clauses that would achieve the TLC objective. The resolution adopted urged the inclusion of these clauses in the Code.

Delegates from unions in the public utility field expressed concern that the proposed amendments to the Code placed them in "grave danger" and requested inclusion of a section specifically protecting the right of public utility workers to strike. President Bengough asked why utility workers should be singled out. The TLC's suggested additions to the Code protect the right of all workers to strike, he pointed out.

A. McDiarmid of the Vancouver IBEW local asked whether workers could be forced by the amended Code to cross picket lines on projects where several unions are working. This section could be regarded as a breach of an agreement, he pointed out. President Bengough answered that it was the policy of the Congress that when an affiliate enters into an agreement it should fulfil that agreement.

Some delegates then suggested that all local unions have written into their collective agreements a clause stating that refusal to cross a picket line would not constitute a breach of the agreement.

Government Employees

A total of 24 resolutions dealing with wages, hours and working conditions of federal government employees was submitted. In subject matter they ranged from overtime rates of pay for prevailing rate employees to collective bargaining rights for all government workers, from salary scales to better buildings for Unemployment Insurance Commission offices.

Two resolutions urging the Government to allow employees' organizations in the Civil Service to be certified as bargaining agents and to bargain in accordance with the principles laid down in the Industrial Relations and Disputes Investigation Act were referred to the TLC's standing committee on government employees. All others were adopted by the convention.

They asked:—

1. An upward revision of civil servants' and postal workers' salaries to bring them into line with those paid by industry.
2. The payment of overtime rates to civil servants and postal employees.
3. Introduction of the five-day week for all Civil Servants and postal employees.
4. Reinstatement of the 36½-hour work week for administrative staffs and introduction of the 40-hour work week for postal employees.
5. Better facilities in Unemployment Insurance Commission offices for serving the public.
6. Establishment of labour-management production committees in the Unemployment Insurance Commission.
7. Payment of the same wages to and establishment of the same working conditions for Dominion Experimental Farm employees as for other government employees in the district.

Immigration

Again this year the TLC found fault with Canada's immigration policy, urged a restriction of immigration during the winter months, recommended transferral of the responsibility for immigration to the Department of Labour and called for the creation of an immigration commission "having equal representation from Labour, Management and Government".

A three-pronged resolution drafted by the resolutions committee as a substitute for two submitted by local unions was approved by the convention.

Immigration should be planned in relation to national development requirements, the resolution stated.

Charges that the Immigration Department was not giving immigrants a true

A former Vice-president of the TLC has been re-admitted to the Congress after a seven-year suspension. Delegates to this year's convention unanimously agreed to the return to TLC ranks of Paul Fournier of Montreal, a member of the United Hatters, Cap and Millinery Workers' International Union, who served as a TLC Vice-president in 1943-44.

President Bengough, recommending the lifting of the suspension, told the convention that "due to the length of time I feel he has served his sentence".

Mr. Fournier was suspended by the TLC executive for "vilifying" the Congress by charging that it was Communist-dominated. The suspension was ratified by the 1946 convention.

picture of conditions in Canada and was "peddling" immigrants "as they used to peddle slaves many years ago" were made from the convention floor.

"There's something wrong with an immigration policy that sends government agents abroad to bring workers to this country and fails to inform them of conditions they must meet on arrival," said J. P. McKay, machinists' union delegate from Windsor. "It's a crime the way these people are misinformed and uninformed about our way of life in Canada."

R. K. Gervin, newly-elected TLC Vice-president, made the charge that immigrants were being peddled. "At the present time," he asserted, "the Immigration Department is going round with immigrants in this country and peddling them as they used to peddle slaves many years ago." Officials are apparently trying to destroy the standards of living created over the years, he charged, declaring that immigrants were sent to jobs with low rates of pay and long hours of work.

The reason why immigration should be made the responsibility of the Department of Labour, the resolution stated, was that it "maintains considerable contact with employment conditions through the National Employment Service".

President Bengough reported that there was close co-operation between the Immigration Department and the Department of Labour, a development since the Congress first began to make representations to the Government on the matter, but added: "There's still room for improvement."

Housing

Housing was described as "the greatest national emergency facing us at this time" by a delegate during the discussion on several resolutions concerning housing placed before the convention.

Nine resolutions on the subject were submitted by local unions. Seven were combined into a substitute resolution by the resolutions committee. The substitute and the two remaining resolutions were all approved by the convention.

The substitute resolution, calling on the TLC to continue pressing the federal Government to "accelerate its housing program and take all necessary steps to make available low-cost and low-rent homes for medium and low-income families," made three specific recommendations:—

1. That existing regulations be revised to make it possible for anyone to obtain a NHA home with a maximum down payment of 10 per cent.

2. That money be loaned directly to *bona fide* home builders at a lower rate of interest (instead of guaranteeing lending institutions which are now charging over 5 per cent).

3. That steps be taken to encourage municipalities to enter into agreements for the construction of low-rental houses, subsidized where necessary, so that workers may obtain good, modern homes in relation to their family needs rather than in relation to their incomes, and to assure that services, such as schools, playgrounds, community and shopping centres, in addition to water, sewers, light, power and pavements, be provided.

One of the other housing resolutions asked the federal Government to direct the Central Mortgage and Housing Corporation to assign some of its staff to the job of illustrating to municipalities the "beneficial aspects" of Sections 35 and 12 of the National Housing Act and of encouraging municipalities to make use of those sections. The two sections referred to were recently combined to permit municipalities to initiate the building of multiple housing projects.

Speaking on this resolution, Ford Brand, Vice-president of the Toronto District Trades and Labour Council, said the time has come to "stop bickering about whether house building should be done by public enterprise or private enterprise; we should press the municipalities to take advantage of the National Housing Act as was done in the Regents Park project" in Toronto.

"You have to educate the provincial governments to spend their share, too," added James B. Graham of the Winnipeg carpenters' local.

The third housing resolution approved urged a decrease in the acreage limitation imposed by the Veterans' Land Act.

In the discussion on the substitute resolution, John W. Bruce of a Toronto plumbers' local suggested a lengthening of the amortization period for housing loans. "If the amortization period were lengthened even five years," he said, "a lot of border-line cases would be able to purchase homes."

Other delegates said that Canada, despite its resources and high living standards, trailed behind Scandinavia and Britain in housing, that rents in most housing developments were still too high for most workers and that, as the workmanship on some homes was poor and sloppy, closer inspection of houses under construction should be enforced.

Election of Officers

All members of the TLC executive council but one were re-elected by acclamation. The only contest of the elections resulted in the defeat of a vice-president who had served a total of nine terms in that office.

President Bengough was returned for his 11th term at the helm of the Congress. Others re-elected by acclamation were Secretary-Treasurer Gordon G. Cushing and Vice-Presidents James A. Whitebone, William Jenoves, Claude Jodoin and Carl E. Berg.

R. K. Gervin, Chairman of the British Columbia Provincial Executive Committee and Secretary of the Vancouver, New Westminster and District Trades and Labour Council, replaced Birt Showler as Vice-President for British Columbia. The vote was 320 to 229.

Mr. Showler was first elected a vice-president at the 1943 convention. He suffered defeat in 1947 but regained office the following year.

Three delegates stood for election as TLC fraternal delegate to the British Trades Union Congress; three others withdrew. Harry Colnett, Canadian Organizer for the Brotherhood of Painters, Decorators and Paperhangers of America, topped the poll with 358 votes. A. T. Alsbury, of the Vancouver, New Westminster and District Trades and Labour Council, received 116 votes and Doug McAllister of Malton Lodge 717, International Association of Machinists, 60. Those who declined nomination were Robert H. Brown of Toronto Local 10, International Printing Pressmen and Assistants' Union of North America; Nelson Cox, Vice-President in Canada of the Journeymen Barbers, Hairdressers,



The TLC executive council for the coming year. Front row (left to right): James A. Whitebone, Vice-president (Maritimes); Percy R. Bengough, President; William Jenoves, Vice-President (Ontario). Back row (left to right): R. K. Gervin, Vice-president (British Columbia); Claude Jodoin, Vice-president (Quebec); Carl E. Berg, Vice-president (Prairies); Gordon G. Cushing, General Secretary-Treasurer.

Cosmetologists and Proprietors' International Union of America; and Reg. Swanborough, Vice-President in Canada of the International Association of Fire Fighters.

TLC Secretary-Treasurer Cushing was unopposed for election as the fraternal delegate to the American Federation of Labour.

Taxation

Thirteen resolutions on taxation were submitted by local bodies. All were combined by the resolutions committee into one substitute resolution, which was approved by the convention.

The resolution adopted called for:—

1. The raising of exemptions to \$3,000 for married persons, \$1,500 for single persons and \$400 for each dependent child.
2. The exemption of amounts spent on tools for the job, on tuition fees and textbooks and on medical expenses.
3. Elimination of all forms of sales tax.
4. Re-imposition of the 100-per-cent excess profits tax.

Pensions

The TLC renewed its request for a universal pension at age 65 for men and 60 for women. Unlike last year's resolution on this subject, which did not specify an amount, this year's asked that the pension be \$65 a month.

The request was contained in a substitute resolution that replaced four submitted by local unions. Presented to the delegates in the dying minutes of the convention, the substitute was approved without debate.

Other resolutions on pensions were discussed earlier in the session. One requested payment of at least half the pension paid to blind persons over the age of 21 under the Blind Persons Act to blind persons between the ages of 16 and 21. Another asked that regulations be changed to permit a continuous absence of six months in any 24-month period without cessation of pension. (Present regulations permit three months absence in any calendar year.)

A resolution asking for pensions for widows from the age of 50 was amended

so that it urged that any national scheme of social security include pensions for widows.

A resolution suggesting that the TLC request the setting up of a pension plan along the lines of unemployment insurance and on the same basis of deductions and contributions so that it could be carried from one place of employment to another was amended by the resolutions committee to request the Congress to set up a committee to investigate the feasibility of such a plan.

Convention Speakers

Percy R. Bengough

In his presidential address, Percy R. Bengough enumerated the legislative and administrative changes the TLC would continue to seek from the federal Government, bitterly condemned international Communism for its treatment of East Berlin's striking workers, commented favourably on the recent passage of the federal Fair Employment Practices Act and took pride in the continuing growth of the Congress. He devoted the largest part of his speech to the TLC's demands for a national health insurance scheme.

It is 16 years since the Trades and Labour Congress last met in convention in Ottawa, he recalled in his opening remarks. "Sixteen years seems a long time, but it really isn't when we remember that it is only one-fifth of the time this Congress has been functioning in the interests of its affiliated membership. This year—1953—marks our 80th birthday.

"Eighty years ago in Toronto, trade unionists of the 1870's called together the first convention on a national basis which set the goals and foundations of The Trades and Labour Congress of Canada. What they believed was right; what they did bore fruit; what they envisaged we now enjoy."

When the TLC met in Ottawa in 1937, Mr. Bengough continued, its affiliated membership was just over 140,000; today it exceeds 550,000. "In other words, we who are here today represent four times as many organized workers in all parts of Canada as did the delegates who met in this city 16 years ago."

Building on the firm foundation that has been laid, and using the experience and gains of those who went before, through our organized effort, he stated, substantial improvements to laws and governmental practices have been obtained.

"However much we would like to see further changes and improvements in our

present laws, we can say that the principles which have been laid down in our social security and labour legislation are sound. In particular, our unemployment insurance and our old age pensions are well established on the very best foundations and principles. In both cases the rights of the workers are firmly established. In neither case are the benefits paid as a gift from a benevolent government. In both cases what is received by way of benefits amounts in fact to a return of contributions paid in by the workers when they were gainfully employed.

"We want to see the age limits for old age pensions reduced. We want the monthly payments increased. We want the coverage and provisions of the Unemployment Insurance Act extended. These are immediate and necessary goals of our Congress today."

Enactment last session of the Fair Employment Practices Act, to prevent discrimination in employment under federal jurisdiction on grounds of race, colour, national origin or religion, Mr. Bengough held up as "one of the greatest advances we have ever made in our social laws and marks up a first for Canada, since no other nation in the world has such a law on a national basis."

Important tasks await the new Parliament, the delegates were told. Among those mentioned were the revision of the Criminal Code, which during the last session of Parliament was referred to a special committee.

"We have also been asking that the Unemployment Insurance Act be extended to cover loss of income of workers who are unemployed due to illness. An amendment to the Act was approved at the last session and went into effect on August 3, but it was not an answer to our request for the Act's extension in this direction.

"In making our request for the extension of the Unemployment Insurance Act to cover unemployment due to illness, I know that there has been some anxiety created on the grounds that we were watering down our request for a national health insurance plan. Nothing could be farther from the truth."

Unemployment insurance, Mr. Bengough continued, is a scheme which provides for contributions from employees, employers and government and for the payment of benefits to insured persons when they become unemployed. "We know," he said, "this principle to be sound and that it has worked well in practice. It is the fact of unemployment and not the cause of unemployment that results in the payment of benefits..."

"We consider that unemployment due to illness is just as serious for the worker and his family as is unemployment due to any other cause. The loss of income in both cases causes great hardship. In asking for an extension of the Unemployment Insurance Act to cover loss of income due to unemployment caused by illness, we are thus maintaining in full the principle of unemployment insurance, and we are not in any stretch of the imagination seeking any financial aid for the payment of doctors' or hospital bills. Even though a worker may be receiving payment for doctors' and hospital bills he is still without a pay cheque and in need of funds. Under any circumstances we have to oppose the iniquities that would arise in having a means test in any such legislation."

When, said Mr. Bengough, the Government in reply to the TLC request for such an extension of the Unemployment Insurance Act claimed that it would be unconstitutional, Congress obtained legal opinion from one of Canada's leading constitutional authorities, Prof. F. R. Scott of the Law Department of McGill University. Prof. Scott gave as his opinion that "the Parliament of Canada has jurisdiction to include sickness and disability among the causes of unemployment compensated by the fund."

The proposal, Mr. Bengough added, was fully constitutional. The Government admitted this fact when it sponsored an amendment to the Act making it legal for the Commission to continue the payment of benefits to unemployed workers in receipt of benefits who become ill while unemployed. "It is, therefore," he concluded, "my earnest hope that the delegates will reaffirm their strong desire for such an extension of the Act."

Turning to international affairs, Mr. Bengough said: "We in this Congress accept our international responsibilities especially in these troubled days of the aftermath of World War II. Nor can we forget, despite the current thaw in the cold war, and the reaching of an armistice in Korea, that international Communism through its enslaving dictatorship in Moscow is the outright foe of democracy and all free trade unions. If proof were needed that the Kremlin is completely opposed to free trade unions and the exercise of any vestige of freedom by the workers, we have it in the most glaring form by their actions in East Berlin. There, only a few weeks ago, workers who went on strike to better their

conditions were met with Soviet tanks and guns and the ban on strikes has since been murderously enforced.

"Whatever the present and immediate future may hold in international affairs we shall have to remain ever on the alert for new actions and activities of the agents of conspiracy, and, in particular, any attempts which they may make to insinuate themselves into our organizations."

Mr. Bengough, then referring to the report of the TLC Permanent Committee on Government Employees, said that representations of the Congress had not gone unheeded and that many improvements had been made. Although the federal Government had withheld adoption of the five-day work week of not more than 40 hours on a nation-wide, year-round basis, it has been put into effect in 26 cities, in the Government Printing Bureau and in the Halifax Dockyard. Order in Council P.C. 6190, governing the working conditions of Government hourly-paid employees, has been substantially amended, he said, one of the principal gains being the granting of sick-leave benefits on the basis of nine days a year, cumulative from year to year.

"I have highlighted these facts," Mr. Bengough said, "because I wish to stress that these improvements did not fall out of a tree; they were not the gifts of a benevolent government. Our Congress was successful in gaining these adjustments because our members in government employment were organized and because through our Committee we were able to co-ordinate our efforts. At the same time, I think we can very justifiably commend our Government for these improvements."

Hon. Milton F. Gregg

The end of hostilities in Korea will not curtail Canada's industrial and national expansion, the convention was assured by Hon. Milton F. Gregg, Minister of Labour.

"The conflict in ideologies in the world today has certainly not been resolved with the end of hostilities in Korea," he said. "Therefore our defence program must continue. But even if this were not so, the potentialities of Canada's natural resources are so great that there will be mighty peaceful tasks for this generation, and many to come, in bringing about their development."

In his address, his fourth to a TLC convention since his appointment to the Labour portfolio in 1950, the Minister gave a brief review of the TLC's 80-year history, told the delegates that Congress briefs to the Cabinet had had an influence on recent labour legislation, outlined some of the



The TLC President with the fraternal delegates from the TUC and the AFL. On the left is Toney Gallo, Secretary-Treasurer of the United Cement, Lime and Gypsum Workers' International Union, fraternal delegate from the AFL. On the right is Arthur Deakin, Vice-chairman of the TUC general council and Secretary-Treasurer of the Transport and General Workers' Union, fraternal delegate from the TUC.

challenges that still confront Canadian Labour, commented on the value of labour-management production committees and praised the Congress for its participation in international labour organizations.

In his very first words, he also conveyed the Government's regrets that the federal election date conflicted with the convention's opening day. He told the delegates that he hoped some change could be made in the election laws so that situations of this kind could be avoided in the future. When setting the election date, he pointed out, the Cabinet had to take many factors into consideration.

The fact that the TLC is celebrating its 80th anniversary this year was recognized by Mr. Gregg, who devoted almost half of his speech to a review of Congress history. "The list of men and women who have contributed to the building of the Trades and Labour Congress through the past 80 years is an impressive one," he said. "They have seen to it that Labour has not been selfishly independent of general Canadian development."

The Minister of Labour described the contrast between the 1874 convention in Ottawa of the Canadian Labour Union—at which there were only 15 delegates—and this year's convention of the TLC.

"Any review of legislation," he continued, "shows the effect of the work that you and your predecessors carry on at meetings such as this. Unemployment insurance, our old-age security program, fair employment practices legislation, labour relations legislation—these and other legislation and legislative amendments have all been strongly influenced by your work."

Turning to the challenges that confront labour today, Mr. Gregg remarked that the TLC would obviously continue to seek the improvement of working conditions and economic welfare and that in doing so would "bear in mind the economic needs and aspirations of the people of Canada as a whole". A further challenge, he pointed out, is the maintenance of our democratic way of life.

"I am strongly of the view that one of the most significant accomplishments of unions and employers in recent years has been the establishment of the collective agreement as the rock on which labour-management relations are founded," he said. "Through this document the position of the worker engaged in the production process has changed: he now has greater security within our developing industrial democracy."



The TUC fraternal delegate, Arthur Deakin, presents to TLC President Bengough a "historic emblem of the great fight and struggle of trade unionism," a replica of a mace used in the London dock strike of 1889 by the striking dock workers to protect the boxes in which they were collecting financial contributions; "an emblem of authority," Mr. Deakin called it. At left is TLC Secretary-Treasurer Cushing.

The development of a relationship that permits more successful administration of the collective agreement, and of a readiness to use such instruments as labour-management production committees, has led to the improvements in productivity to which we look for continued gains in our standard of living, the Minister said.

"It is by practising industrial democracy and strongly increased productivity with its diffusion among all our citizens, and peoples of other countries, that we can maintain our democratic ways and institutions," he declared.

He was gratified to know that Canadian labour was not confining itself to an interest in its own problems but was participating actively in international organizations such as the ICFTU. He described his impressions of the recent International Labour Organization conference at Geneva, paying tribute to the work of the two TLC representatives who were members of the Canadian delegation to that conference.

"I am confident that you will see to it that your endeavours here will be of the maximum benefit to our whole nation," Mr. Gregg concluded. The Department of Labour will continue to co-operate fully and

cordially with the leaders of the "mature and progressive" TLC, he promised.

Hon. Leslie M. Frost

Ontario's Premier, Hon. Leslie M. Frost, brought the province's greetings to the delegates on the convention's third morning. The federal election coincided with the convention's opening day, he reminded the delegates, and this prevented his appearance during the opening ceremonies.

Saying that he had heard that the delegates had complained of the loss of their vote on election day, he pointed out that Ontario had changed its election laws to permit anyone who was to be away from home on a provincial election day to vote at an advance poll. (The federal Election Act permits only certain classes of workers to vote in advance.) He suggested that the TLC could make suggestions for further improvement in the Ontario law.

Premier Frost, who followed Rev. F. A. Marrocco on the platform (see below), said his interest in co-operative housing had been aroused by the previous speaker. He indicated that Ontario was ready to offer assistance to such projects and, if present legislation did not permit this, would make the necessary amendments.

Accompanying Premier Frost was Robert Saunders, Chairman of the Ontario Hydro Electric Power Commission, who spoke briefly of the good relations existing between the Commission and the AFL unions on power developments at Niagara Falls.

Arthur Deakin

The man who played a prominent part in the formation of the International Confederation of Free Trade Unions, and has never been forgiven by the Communists for doing so, and who advocated wage restraint in Britain after the war, and was often criticized by his fellow unionists for doing so, told the TLC his reasons for both actions when he addressed the convention as fraternal delegate from the Trades Union Congress.

Arthur Deakin, Vice-chairman of the TUC general council, Secretary-Treasurer of the Transport and General Workers' Union and a Vice-President of the ICFU, told the delegates he had detected the "sinister forces" at work in the 1949 strike of the Canadian Seamen's Union and had warned British workers not to become involved in it. "I think we did Canada and Canadian seamen a favour by not becoming involved," he said.

In his speech Mr. Deakin, a trade unionist since the age of 14, gave answers to questions surrounding the "split" between the TUC and the British Labour Party, the "welfare state" and the relations between the TUC and the present British Government.

At the beginning of his address he complimented the TLC on the ability of its leaders, past and present, and spoke proudly of the union leaders from his own country. "The British trade union movement has a great deal of experience," he said. "Its voice in the international field is listened to with respect."

He stressed the fact that trade union problems were the same the world over. "Your problems are our problems," he said. "Our approach to the solution may be different but the answer of the trade union movement the world over is the same: improve living standards and enhance human dignity."

The answer to questions he had been asked about the "split" between the Trades Union Congress and the British Labour Party, he said, was simple. He pointed out that constitutionally there was no actual connection between the Congress and the Party but that individual unions affiliated to the Congress were at the same time

affiliated to the Labour Party. A trade union's primary responsibility was to its membership, he explained, and they could never let themselves become the objects of political expediency. Those who anticipated a period of tension between the unions and the Labour Party were "guilty of wishful thinking," he added.

He had been asked: "Doesn't the welfare state sap initiative and destroy competition".

"Cut-throat competition with low wages and bad conditions of employment is not the incentive needed," he declared.

Mr. Deakin explained that the trade union point of view concerning the welfare state was: (1) the job of government is to provide the greatest possible measure of social security with progressive improvement of living standards, and to plan the economy so that full employment is maintained. (2) To give effect to those two ideas there must be the greatest possible measure of consultation between government, employers associations and organized labour.

In answer to questions of the relationship between the trade union movement and the present Conservative Government in Britain, he said it was "precisely" what it was when the Labour Party formed the Government. "We did not say we would sit tight until we got a Government suited to us," he said. "We have taken our full part in government bodies. Our attitude to any government is dictated by the policies they pursue."

He pointed out that one of the governmental bodies on which the TUC was represented was the Productivity Council. "If you have good agreements and yet have no work to do to earn the money to meet those agreements, you have nothing," he said. "That is why we co-operate with the Government in efforts to increase productivity."

Mr. Deakin stated that wages, prices and profits had been an acute question in Britain for seven years and that he himself had been criticized for having recommended wage restraint on the part of trade unions. A country's currency should have the greatest possible stability, he said. "What matters most to the worker is not how much he gets per week but how much that wage will buy." During the period in office of the Labour government, prices had been kept stable by means of subsidies; the present Government has reduced subsidies, he stated, and the increased costs are being passed on to the consumers.

The last part of Mr. Deakin's speech was a scathing attack on Communism and the Communist-dominated World Federation of Trade Unions.

"I have never been forgiven (by the Communists) for leading the walkout of the free trade unions from the WFTU," he said. "I tried to work with the peoples of the East in the face of the conspiracy against human beings," he explained, but it became evident from 1945 onwards that the WFTU "was being used as a political instrument for the furtherance of communism."

"Communism is not a political faith," he exclaimed. "It is a conspiracy against humanity and human dignity. The purpose of international Communism is plain; the object of attack is the trade union movement in the free countries of the world."

Mr. Deakin received a standing ovation at the conclusion of his speech.

Toney Gallo

"To neglect political action is to court political attack," said Toney Gallo, AFL fraternal delegate to the TLC convention, explaining why the AFL had entered "the political arena."

Mr. Gallo, Secretary-Treasurer of the United Cement, Lime and Gypsum Workers' International Union, pointed out that the AFL had "certain basic social and economic objectives that can be realized only through legislation and not through collective bargaining alone. The achievement of these goals can only be through political action; therefore it is our job to rally our forces in the political field."

The political arm of the AFL, Labour's League for Political Education, has now been placed on a year-round basis, he reported. "Its objective," Mr. Gallo explained, "is not to develop an army of voting puppets but to do its part in developing a more informed and politically-alert citizenry who will demand better public office holders who will see that our democracy will serve all of the people."

Earlier, the AFL fraternal delegate described American Labour's opinion of the new Administration in the United States. Although the AFL had urged support of the new President's opponent, it had accepted the decision of the American people and after the election had pledged co-operation and support to President Eisenhower, he said. It was elated at the appointment of Martin P. Durkin as Secretary of Labour. But the record of the 83rd Congress was not looked on with favour by American Labour.

Jack Cauley

A way to reduce the costs of hospitalization and to relieve the shortage of hospital staffs was suggested to the convention by Jack Cauley, Vice-Chairman of the Ontario Workmen's Compensation Board, who spoke on the first morning of the convention.

A series of convalescent hospitals like that operated by the Ontario Workmen's Compensation Board at Malton, he said, would cost less than conventional hospitals to build and maintain, would halve the cost of treatment and would release a "flood" of staff and beds for active cases.

"We have found," he reported, "that more than 90 per cent of our patients do not require the facilities of an active hospital for more than seven days."

Mr. Cauley, whose address came even before that of President Bengough, indicating the emphasis that the TLC was placing on hospitalization at this year's convention, cited the case histories of six injured workers whose treatment the Ontario Board supervised. All had suffered broken hips.

The Malton convalescent centre had accommodation for only two of them. Two were sent to a general hospital and later to Malton, two were treated entirely in a general hospital. The two who went directly to Malton were discharged first, those treated entirely in hospital last. The recovery of the first two was complete while that of the two who went only to the general hospital, despite their much longer treatment period, was not complete.

"A convalescent hospital costs only a third of what it costs to build an active hospital and treatment there costs only half as much as in a general hospital," he told the delegates. "And more convalescent hospitals would release a flood of staff and beds for active cases."

Mr. Cauley also accused the medical profession of opposing, as the "first step towards socialized medicine," the extension of workmen's compensation and charged it with failing to exercise proper control over its members.

Rev. F. A. Marrocco

Co-operative house-building, with prospective owners contributing their own labour, was suggested to the convention delegates, as a way for workers with low incomes to obtain their own homes, by Rev. F. A. Marrocco, Director of the Social Action Department, Canadian Catholic Conference.

Under a co-operative housing plan, he explained, "people incorporate into housing groups, buy land together, buy materials together, hire labour together and, in their spare time, work together to build homes for one another."

Such plans do not deprive building workers of employment, he declared. Because an income in excess of \$3,000 a year is required to finance a house today, three-quarters of Canadian worker families have no hope of buying homes without special assistance. Under a co-operative housing plan they can have a home for \$7,000, which sum includes the cost of hiring skilled labour for certain jobs and also the cost of supervision by a contractor, he explained.

He warned that co-operative building could not be successful unless those participating first educated themselves for the task. Educational material had been prepared by the Department, he said.

Moshe Bitan

"Israel, due to the guidance of Labour, is a showcase of western democracy," the TLC convention was told by Moshe Bitan, North American representative of *Histadrut* (General Federation of Labour). "I believe it is an example to other under-developed countries."

What Israel is trying to do—build a new country under labour control—may be of interest to many other countries that are under-developed and where the workers are unorganized, he pointed out. The lot of the common man is changing in the Middle East because of the part the labour movement has played in Israel, he said.

"Free labour unions have come to understand that their fate is linked together; you cannot have peace and prosperity in one country if you don't have it in another," Mr. Bitan declared. "In the ICFTU we are building together a family of free labour throughout the world."

Histadrut, he reported, now represents half a million organized workers in a population of only a million and a half. It has three times as many members as it had five years ago.

Lotteries

A resolution that attracted both support and opposition in almost equal measure was one calling for the establishment of government-operated lotteries. So evenly were the supporters and opponents matched that, after two hours of at-times-heated discussion, a show of hands had to be called for.

Sponsors of the resolution, the Quebec Federation of Labour, pointed out that many Canadians are buying tickets on lotteries but the money does not remain in Canada, and that the revenue from Canadian lotteries could be used "to improve social services and eliminate tag days."

In the main, supporters of the resolution based their stand on two points: Canadians do buy lottery tickets (therefore "let's make it legal"), and the money spent on lotteries should remain in Canada.

A Hamilton delegate added that lotteries were the only means available to the trades council in his city for financing charitable work yet it had been "singled out" for prosecution for conducting a lottery.

The opposition presented a variety of reasons why the resolution should be defeated. Ford Brand, Vice-president of the Toronto District Trades and Labour Council, pointed out how inconsistent the convention would be if it demanded lotteries as a means of improving social services after having previously adopted a resolution demanding a national health plan. "Do we want a national health plan or lotteries in aid of hospitals?" he asked.

H. Lees, of a Toronto local of the plumbers' union, declared that lotteries are usually used "to patch up holes in faulty social legislation. I would rather see us strive for better social legislation than to have the holes patched up," he said.

Another Toronto delegate, Les Hood of the Canadian Postal Employees' Association, asserted that a labour organization "has no business" requesting lotteries because "lotteries will not help this country".

One delegate pointed out that many resolutions adopted by the convention had shown that workers can not live comfortably; "how, then, can we afford lotteries?" he asked. Others insisted that gambling was immoral.

Roger Provost, secretary of the resolutions committee, who is also President of the organization sponsoring the resolution, ended the debate with a summary of the pro-lottery case. "Lotteries are legal in Ireland," he said, "and I don't think the people there are any more immoral than we are. As long as lotteries are illegal here, we don't know whether we're buying a genuine ticket or a counterfeit."

He then reminded the convention that "the resolution doesn't say that any one can stand on a street corner and sell lottery tickets."

When the show of hands was called for, it was found the supporters outnumbered the opponents and the resolution was adopted.

Moral Re-Armament

At great length and with considerable heat the convention debated the merits of Moral Re-Armament during an argument that had its beginning when the *Trades and Labour Congress Journal* published in its July issue an editorial criticizing MRA. The editorial described as "particularly important and timely" an ICFTU warning to trade unions to "spurn any connection" with MRA.

Since the issue reached the floor incidental to the debate on officers' reports and was not put to a vote, the convention took no action on it.

During that part of the report of the committee on officers' reports that dealt with the publication of the *Journal*, Frank Hall, Vice-president in Canada of the Brotherhood of Railway and Steamship Clerks, wanted to know who had written the editorial and whether it was a statement of Congress policy.

"I have had some contact with MRA," he said, "but if it is as pictured in this editorial I will have nothing more to do with it. But if it is as I have found it—my contact has been beneficial and I have never found them to have done any harm to the labour movement—then we may well work alongside it."

The only time MRA offered him advice, he reported, was during the 1950 railway strike. A sympathizer came to his hotel room and left him a bottle of whisky, he said, and later an MRA member came and suggested prayer. "We didn't do too badly in that strike," he reminded the delegates. "It wasn't because of the whisky; maybe it was because of the prayer."

Mr. Hall said the President of his own union, George M. Harrison, had told him: "As far as I know, they (MRA) are good people."

"Labour men from various parts of the world say that MRA has been a help to them," he concluded, "and has brought them from their Communist views. The question in my mind is this: Where does the TLC stand?"

TLC Vice-President Jodoin, who attended the ICFTU convention that composed the warning about MRA, said he supported the ICFTU stand. "Members can follow any religion they desire but on an industrial question the TLC itself is competent to

Official business on the TLC convention's opening day was interrupted briefly so that delegates could take note of the completion of 50 year's union membership by one of their vice-presidents.

It was on August 10, 1903, that William Jenoves became a member of the Bricklayers, Masons and Plasterers' International Union of America. He has served continuously as a TLC Vice-president since 1947.

Delegates applauded loudly the announcement of the anniversary.

negotiate and achieve good results for the workers of Canada." There is no need for a third party in solving labour disputes, he said.

A Windsor delegate said the TLC constitution contained all the MRA principles needed.

Roger Provost, President of the Quebec Provincial Federation of Labour and recently-appointed Canadian Director of the United Textile Workers of America, brought the debate to an end when he said:—

"We resent the entry of a third party into labour disputes. We often resent the entry of labour boards into our business. I feel it is still better to settle differences between employees and employers directly rather than through compromise which we are embarrassed to explain to our membership."

Education Director

Appointment of a full-time director of education and establishment of a department of education would be financially possible with an increase of one cent a month in the per capita tax, the committee on officers' reports declared. The suggestion found immediate favour with the delegates.

"Education has become one of the most important functions of the trade union movement," said Bernard Shane of the International Ladies' Garment Workers' Union in Montreal. "Collective bargaining is intricate; members must be able to understand what it involves."

William Black of the Vancouver Hospital Employees' Federal Union observed that "there is more to the trade union movement than the paying of union dues; sometimes we fail to understand the historical background of the movement."

There is no better way to use the finances of the Congress than to teach, commented another delegate.

Max Swerdlow, present Director of Organization and Education, expressed complete agreement with the suggestion. "I have tried to do something for education since my appointment," he told the delegates, "but it is difficult to combine two jobs."

He reminded the convention that the appointment of an education director was "only the first step". The assistance of all delegates and their local union will be needed by the education director, he pointed out.

Other Resolutions

The establishment of regional schools "as a step towards the goal of a complete program of trade union education" was strongly urged by a resolution substituted for one advocating TLC sponsorship of an adult education system and one recommending the establishment under TLC control of a labour college.

The delegates agreed to permit the presentation of an emergency resolution on the Ontario trucking strike that requested the TLC "to exercise all the facilities at its command to persuade the Cabinet of the province of Ontario to stop using the Ontario Provincial Police in the rôle of strikebreakers". The resolution was unanimously approved.

A resolution asking that the speeches of fraternal delegates and other guests be scheduled only for the convention's opening day was carried despite the recommendation of the resolutions committee that it be rejected.

Labour Relations Board

A resolution urging the abolition of all provincial labour relations boards and the return to the Industrial Disputes and Investigation Act was defeated while one urging amendment of labour relations acts to prohibit labour relations boards from "interfering with the internal affairs of unions applying for certification" was carried.

Another resolution adopted urged all TLC affiliates to "strive to reach their objectives as often as possible without recourse to the services of labour relations boards".

Trade

The broadening of Canada's foreign trade policy to include trade with "all countries able and willing to trade on an

equitable basis," the avoidance of dumping* and the adjustment of tariffs so that "we can enjoy the greatest amount of protection compatible with the greatest amount of goods available for distribution and home consumption" were requested in a resolution on trade substituted for eight others.

Greater use of Canadian ports for the carriage of Canada's import and export trade was urged by another resolution.

Apprenticeship

A resolution requesting the federal Government to add \$6 weekly to the subsistence allowance paid apprentices by provincial governments was sent back to the resolutions committee and did not re-appear before the convention's close.

Speaking during the discussion that preceded the referral back to the committee, TLC Vice-president Jenoves said:—

"The building trades have been accused, often falsely, of curtailing the number of apprentices. What there is, in fact, is a shortage of employers willing to admit apprentices, saying that it isn't profitable to train them.

"The question on this resolution," he continued, "is: can we expect the Government to subsidize the building industry and not expect other industries to ask for subsidies?"

Two resolutions asking that apprentices be made eligible for unemployment insurance benefits while attending trade schools were held to be covered by the resolution placed before the convention.

Peace

As a substitute for a resolution that urged the Government to express its approval of suggestions for a four-power conference to negotiate outstanding international differences, the resolutions committee presented one reiterating the TLC's determination to work actively in support of "all genuine efforts to build permanent and lasting peace" and its "belief in and support of" the United Nations. The resolution carried.

Other Resolutions

Other resolutions adopted urged:—
Increased family allowances.

*A request for a Royal Commission to examine the question of dumping of foreign textile products on the Canadian market was requested by the Canadian National Textile Federation in a letter sent August 8 to the Prime Minister. Imposition of a quota system to slow down textile imports was demanded earlier this year by the Textile Workers Union of America (CIO-CCL) (L.G., Aug., p. 1120).

An increase to \$2,400 in the maximum for the purchase of Government annuities.

The immediate institution of an adequate coast guard.

Speedy and effective action on the St. Lawrence Seaway.

The granting to labour organizations by the CBC of free radio time and the granting by all radio and television outlets at least one hour a day for the presentation of educational material.

The publication by provincial Departments of labour of a monthly labour gazette.

Provision of federal money for all medical research.

The development and extension of the Canadian steel industry through the building of steel mills and fabricating plants so that Canada's iron resources could be processed and financed by Canadians.

Public ownership of all telephone companies.

Increased legislation setting the minimum wage rate at 85 cents per hour and providing equal pay for men and women for comparable work.

Inclusion in all school curricula a "comprehensive" course of study on organized labour and co-operative movements.

Efforts by all TLC affiliates to achieve the 30-hour work week "as soon as possible".

Legislation providing for a maximum five-day, 40-hour week.

Removal of the ban on membership in trade unions for employees of Canadian Arsenals Limited.

Enactment of a Bill of Rights.

Initiation by the Department of Labour of an educational campaign to "popularize" the intent and terms of the Fair Employment Practices Act.

No weakening of the Canadian Broadcasting Corporation's control of radio and television.

Immediate institution of a "more comprehensive" civil defence program.

Amendment of labour laws to compel the payment of retroactive pay from the expiry date of the previous agreement.

Action to ensure that drivers employed on coast-to-coast trucking do not violate trade union principles and are allowed proper rest and meal periods.

That the Department of Labour wage surveys be carried out by tradesmen rather than by "office employees".

Appointment of a Royal Commission to investigate all aspects of the fishing industry.

TLC support of cumulative sick leave plans in all collective agreements.*

A resolution that wrapped several requests on holidays and holiday pay in one package was sent back to the resolutions committee; it was not brought to the floor again before the convention adjourned. It asked: two weeks' annual vacation with pay after one year's service; payment for all statutory holidays, municipal, provincial or national; mandatory observance in all jurisdictions of national holidays declared by the federal Government; payment of at least double time to those who work on such holidays; observance of all statutory holidays on Monday.

The convention rejected resolutions recommending the election of officers by referendum vote and the amendment of the constitution to permit the holding of referendum votes on other matters.

Also rejected were resolutions that would have raised the per capita tax and would have set up a system of pools to equalize the travelling expenses of all delegates.

Second Annual Convention of TLC's Union Label Trades Department

Union Buying Week in September each year recommended in all Canadian cities. Close to 75 delegates present at one-day session in Ottawa

Institution of a National Union Buying Week was recommended at the second annual convention of the Union Label Trades Department of the Trades and Labour Congress of Canada. The one-day convention was held in Ottawa August 9,

the day before the opening of the TLC's 68th convention.

*Such a plan is included in the agreement recently concluded between the CCCL and a Montreal department store (L.G., Aug., p. 1140).

A resolution approved by the close to 75 delegates attending urged the establishment of the week of Labour Day in September as an annual union buying week in all cities in Canada. It was suggested that the Union Label Council or League in each city conduct a union label show during the week.

The delegates came from international unions, trade councils and union label councils and leagues. Resolutions were passed dealing with the use and promotion of the union label and shop card.

Aim of the Union Label Trades Department, set up as a separate entity within the TLC at the annual convention in Winnipeg last year, is "to promote a greater demand for products bearing a union label and for labour performed by union workers". The work of the Department includes devising and recommending advertising for union label products.

A report of the Department's activity during the past year was read by the Secretary-Treasurer, Gordon G. Cushing, who is also Secretary-Treasurer of the TLC. Mr. Cushing reported that at June 30 there were 13 international unions and eight union label councils affiliated with the Department. In addition, the TLC has affiliated Class A federal unions who normally could display a label on their products.

Publicity had been achieved through the distribution of blotters, pamphlets and book matches. Union label education had been carried out and is continuing, said Mr. Cushing.

The delegates passed a resolution urging all Trades and Labour Councils in Canada to elect committees to organize Union Label Trades Councils in their respective districts. The same resolution urged all local unions in Canada to write to their international offices in the United States and request that they affiliate with the Union Label Trades Department of the TLC.

Declaring that two union labels can be obtained in any Canadian city, the delegates adopted a resolution urging that in future all delegates representing their local unions on Trades and Labour Councils in any city must show at least two labels before being accepted by the trades councils. This resolution was recommended to all Trades and Labour Councils for adoption as part of their by-laws.

In another resolution the delegates recommended that the clause "union label goods and equipment must be used where possible" be inserted in all union contracts with employers.

Another resolution suggested the adoption by the TLC Union Label Trades Department of the insignia already in use by the Union Label Service Department of the American Federation of Labour. This insignia, declared the resolution, could become the symbol of the "union label family of the North American continent" and, in doing so, take its place in the minds of the general public alongside the already universally recognized Allied Printing Trades Label.

Mr. Cushing announced that a trophy, presented by the TLC, would be awarded for the best display of union label goods and services at the annual Congress convention. A judging committee was appointed, the members being Mrs. W. Cameron, Vice-President of the Toronto Union Label League; Arthur Deakin, fraternal delegate from Britain's Trades Union Congress; Tony Gallo, AFL fraternal delegate to the convention; Archie Gordon, United Kingdom Labour Attache in Washington; and George J. Richardson, Secretary-Treasurer of the International Association of Fire Fighters.

The trophy was won by the Vancouver, New Westminster and District Union Label Trades Council for its display of union products. These included bread, clothing, insurance, paper products, insecticides, boots and shoes, jewellery, apple packing services, and the only union-made cedar shingles in Canada.

In accepting the award, Ed Smith, Secretary-Treasurer of the Council and originator of the display, urged the delegates and their families to support the union label and to patronize shops selling union-made goods.

Other displays at the convention were those of the Newfoundland Federation of Labour, which won second place in the contest; the Alberta Federation of Labour, which won third place; the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America; the International Association of Fire Fighters; the Co-operative Union of Canada; and the Federal Department of Labour.

President Claude Jodoin was re-elected by acclamation, as was Secretary-Treasurer Cushing. Mr. Jodoin is a Vice-President of the TLC.

Vice-presidents elected were Nelson Cox, Canadian Vice-President of the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America; Sven Jensen, Canadian Vice-President of the Bakery and Confectionery



The trophy-winning display of union label goods at the TLC convention, sponsored by the Vancouver, New Westminster and District Union Label Trades Council. The trophy, presented by the TLC, was awarded for the first time this year. In the booth is Ed Smith, Secretary-Treasurer of the Council and the display's creator.

Workers International Union of America; John Purdie, Canadian Vice-President of the Tobacco Workers' International Union; Mrs. Emily Ross, Canadian Organizer of the United Garment Workers of America; and Ed Smith, Secretary-Treasurer of the

Union Label Trades Council of the Vancouver, New Westminster and District Trades and Labour Council. Mrs. Ross and Messrs. Jensen and Smith were re-elected from last year's executive.

1,472 Job Fatalities in U. K. in 1952

Fatal industrial accidents in the United Kingdom in 1952 numbered 1,472. In addition, there were 145 fatal accidents to seamen serving on vessels registered in the United Kingdom.

Of 472 fatalities in the mining industry, 421 occurred in coal mining, 376 of them underground. Of 804 accidental deaths in manufacturing, 209 occurred on building operations and 108 in metal conversion and founding. On British railways in 1952, a total of 196 fatal accidents occurred.

* * *

Work injuries in United States industry in 1952 numbered 2,031,000, slightly fewer than the 2,100,000 occurring in the previous year.

The 1952 estimate by the Bureau of Labor Statistics includes 15,000 deaths and 84,000 permanent injuries (amputations or lifelong impairment of body functions).

Number of Workers Affected by Collective Agreements in Canada

Number of workers affected by collective agreements in 1951—1,415,250—was 10 per cent higher than previous year's figure. Proportion of employees working under collective agreement reached 37.2 per cent

The number of workers affected by collective agreements in 1951 was ten per cent higher than the previous year's figure. The Department of Labour's sixth annual compilation* totals 1,415,250. This brought the proportion of wage and salary workers in Canada who are working under the terms of collective agreements to 37.2 per cent.

Total figures of the number of workers under agreement and their proportion of wage and salary workers in the labour force for the past six years are as follows:

Year	No. of Workers under Agreement	Percentage of total Wage and Salary Workers†
1946	995,736	30.1
1947	1,120,310	33.7
1948	1,214,542	35.5
1949	1,225,569	34.6
1950	1,282,005	35.2
1951	1,415,250	37.2

(The industrial classification used in former annual tables was changed for 1951 to conform to the standard industrial classification of the Dominion Bureau of Statistics. As a result, publication of the

*The Department of Labour maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the great majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour.

Information on the numbers of workers covered by agreements extended under the terms of the Collective Agreement Act of the province of Quebec is that issued by the provincial Government. Under this Act, the provisions of agreements made between employers and a union or unions under certain conditions are extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. Over a fifth of the workers covered by Orders in Council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in the industry table.

†The number of wage and salary workers was obtained from the Dominion Bureau of Statistics' reference paper, *The Labour Force, November 1945—March, 1952*, using the last quarterly figure in each year.

present article was delayed. Table IV showing numbers of workers covered by agreements in 1946, 1950 and 1951, by industry, is based on this new classification).

The number of workers covered by agreements increased from 1950 to 1951 in all the major industrial divisions except Fishing and Finance.

In some of these divisions significantly large advances were caused by the signing of contracts for establishments not previously covered by collective agreement. This was particularly true of the logging industry, where the addition of a group of workers in the province of Quebec brought about an unusually large increase.

Increased employment has been more important in the advances recorded in construction, aircraft manufacturing and shipbuilding. On the other hand, decreases in employment have brought about reductions in the figures for rubber products and some of the textile groups.

The proportion of the paid workers covered also increased in 1951, as illustrated in Table I.

TABLE I.—PERCENTAGE OF WAGE AND SALARY WORKERS UNDER AGREEMENT, BY INDUSTRY

	1946	1950	1951
	%	%	%
Agriculture	Nil	Nil	Nil
Forestry	29.9	47.5	57.0
Mining	70.1	73.1	79.3
Manufacturing	42.4	49.5	52.5
Construction	52.8	44.7	56.2
Transportation, Storage and Communication	72.7	78.5	81.4
Public Utilities	47.9	49.7	52.5
Trade	5.0	7.1	7.3
Service	6.9	10.7	11.2

Except in the few cases where all workers are required to be union members, agreements cover non-union members as well as union members in the bargaining unit. Consequently, the number of workers covered by agreements exceeds union membership,†† which at January 1, 1952, was 1,146,121.

††For a report on labour organization in Canada, see *LABOUR GAZETTE*, Sept. 1952, p. 1198.

In addition to agreements in which workers are represented by unions included in the Department's survey of labour organization in Canada, agreements signed by employees' associations and plant councils are included in this survey; such workers account for 7.6 per cent of the total under agreement. On the other hand, union membership figures include workers who are employed in establishments where no agreement presently exists.

There were 5,571 agreements in effect in 1951 on file in the Department. This number, however, does not correspond to the number of employers nor of establishments. Some contracts cover only part of

the working force in a plant; for example, one employer might have several agreements, each with a separate craft union. More frequently, an agreement between a union and an association or group of employers covers a number of employers.

The affiliation of the unions representing the employees in agreements has been classified in the 1951 survey for the first time. This is shown in Table II. It was not possible to classify the workers covered only by the agreements extended under the Collective Agreement Act in Quebec, since some of these agreements include both international unions and national Catholic unions, e.g., construction workers in Montreal.

TABLE II.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1951 BY AFFILIATION

Affiliation	Number of Workers
Trades and Labour Congress of Canada	522,904
AFL and TLC	465,532
TLC only	57,372
Canadian Congress of Labour	364,464
CIO and CCL	252,948
CCL only	111,516
Confédération des Travailleurs Catholiques du Canada, Inc.	80,525
American Federation of Labor only	10,027
Congress of Industrial Organizations only	1,744
International railway brotherhoods	34,409
Other unaffiliated international and national unions	131,834
Unaffiliated local unions, employees associations and committees, plant councils	97,641
Total	1,243,548*

A provincial breakdown of workers affected by agreements was also made for the first time for 1951 (Table III). It will be noted that a large number are shown as effective in more than one province.

Included in this group are nearly all the steam railway employees as well as employees of a number of other companies who bargain one agreement to cover their plants across the country.

TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1951 BY PROVINCE

Province	Number of Workers	Province	Number of Workers
Newfoundland	30,420	Saskatchewan	18,993
Nova Scotia	37,607	Alberta	37,743
Prince Edward Island	529	British Columbia	159,824
New Brunswick	15,146	Yukon and NWT	1,055
Quebec	257,822*	More than one province	233,660
Ontario	417,002		
Manitoba	33,747	Total	1,243,548*

Most agreements are re-negotiated each year, others less frequently. Almost all are settled without any cessation of work due to disputes. Although 5,571 agreements were in force in 1951, only 70 strikes occurred, involving fewer than 41,000 workers, before final settlement of a new agreement could be reached.

An additional 103 strikes, involving 53,000 workers, occurred during the life of agree-

ments. It is evident, then, that the great majority of disputes occurring in establishments where an agreement exists are settled through the grievance procedure therein provided.

*An additional 171,702 are covered only by agreements extended under the Collective Agreement Act in Quebec.

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY**

Industry group	1946(a)	1950(a)	1951		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS	995,736	1,282,005	1,243,548	218,426	1,415,250
Agriculture					
Forestry	30,800	45,123	53,047		53,047
Logging.....	30,800	45,123	53,047		53,047
Forestry Services.....					
Fishing and Trapping	7,671	9,070	8,965		8,965
Fishing.....	7,671	9,070	8,965		8,965
Hunting and Trapping.....					
Mining (including milling), Quarrying, Oil Wells	48,975	56,250	61,836	40	61,876
<i>Metal Mining</i>	<i>19,358</i>	<i>26,337</i>	<i>31,161</i>		<i>31,161</i>
<i>Fuels</i>	<i>24,116</i>	<i>22,560</i>	<i>22,246</i>		<i>22,246</i>
Coal mining.....	23,254	21,788	21,555		21,555
Oil and natural gas.....	862	772	691		691
<i>Non-metal Mining</i>	<i>4,383</i>	<i>5,248</i>	<i>6,462</i>	<i>40</i>	<i>6,502</i>
Asbestos mining.....	3,984	4,543	4,698		4,698
Other non-metal mining.....	399	705	1,764	40	1,804
<i>Quarrying, Clay and Sandpits</i>	<i>1,118</i>	<i>2,105</i>	<i>1,967</i>	<i>(c)</i>	<i>1,967</i>
Manufacturing	492,536	618,657	609,941	84,212	659,877
<i>Foods and Beverages</i>	<i>56,326</i>	<i>53,463</i>	<i>57,775</i>	<i>1,887</i>	<i>59,662</i>
Meat products.....	17,015	13,887	12,929		12,929
Dairy products.....	798	799	1,739		1,739
Canned and cured fish.....	4,762	4,800	6,741		6,741
Canned and preserved fruits and vegetables.....	6,790	4,602	6,268		6,268
Flour mills.....	2,231	2,713	3,020		3,020
Other grain mill products.....	1,659	1,134	1,849		1,849
Biscuits and crackers.....	821	2,498	2,616		2,616
Bread and other bakery products	8,977	5,209	5,355	1,887	7,242
Carbonated beverages.....	46	45	213		213
Distilled liquors.....			3,367		3,367
Malt liquors.....	9,082	10,679	6,695		6,695
Wines.....			129		129
Confectionery.....	412	2,062	2,495		2,495
Sugar.....	2,286	3,037	2,627		2,627
Miscellaneous foods.....	1,447	1,998	1,732		1,732
<i>Tobacco and Tobacco Products</i>	<i>6,174</i>	<i>6,715</i>	<i>5,878</i>		<i>5,878</i>
<i>Rubber Products</i>	<i>16,638</i>	<i>17,105</i>	<i>15,061</i>		<i>15,061</i>
Rubber footwear.....			4,619		4,619
Tires, tubes, and other rubber products.....			10,442		10,442
<i>Leather Products</i>	<i>21,357</i>	<i>22,071</i>	<i>10,233</i>	<i>14,047</i>	<i>20,428</i>
Boots and shoes.....	14,175	16,022	5,461	12,568	14,988
Boot and shoe repair.....					
Leather gloves and mittens.....	2,307	1,418	862	1,063	1,320
Leather tanneries.....	3,691	3,275	2,545	416	2,755
Miscellaneous leather products.....	1,184	1,356	1,365		1,365

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY—Continued**

Industry group	1946(a)	1950(a)	1951		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing—(Continued)					
<i>Textile Products (except clothing)...</i>	<i>31,394</i>	<i>45,515</i>	<i>44,140</i>	<i>1,474</i>	<i>45,110</i>
Cotton thread, yarn and broad woven goods.....	17,400	24,980	22,609		22,609
Miscellaneous cotton goods.....	110	322	641		641
Woollen and worsted woven goods.....	6,709	7,387	5,271		5,271
Woollen and worsted yarn.....			1,757		1,757
Miscellaneous woollen goods.....			194		194
Silk and artificial silk.....	3,344	6,675	5,781		5,781
Other primary textiles.....	(186)	(1,198)	(3,152)		(3,152)
Dyeing and finishing textiles..	186	706	2,523		2,523
Laces, tapes and bindings.....		492	629		629
Miscellaneous textile products...	(3,645)	(4,953)	(4,735)	(1,474)	(5,705)
Canvas products.....	456	166	126		126
Carpets, mats and rugs.....	535	725	632		632
Cordage, rope and twine.....	982	765	1,222		1,222
Other textile products.....	1,672	3,297	2,755	1,474	3,725
<i>Clothing (textile and fur).....</i>	<i>50,140</i>	<i>63,421</i>	<i>46,628</i>	<i>37,052</i>	<i>64,227</i>
Men's, Women's and Children's Clothing.....	35,232	44,062	(29,411)	(31,255)	(44,932)
Children's clothing.....			73		73
Custom tailoring and dress- making.....			131		131
Men's clothing.....			14,768	13,177	21,326
Women's clothing.....			14,439	18,078	23,402
Knit goods.....	5,514	9,522	(9,318)		(9,318)
Hosiery.....			9,148		9,148
Other Knit goods.....			170		170
Miscellaneous Clothing.....	(9,394)	(9,837)	(7,899)	(5,797)	(9,977)
Corsets, girdles and foundation garments.....	200	1,343	1,016		1,016
Fur goods.....	4,312	5,598	4,855	4,130	5,877
Hats and caps.....	4,882	2,843	1,787	1,667	2,843
Miscellaneous clothing.....		53	241		241
<i>Wood Products.....</i>	<i>32,256</i>	<i>48,252</i>	<i>47,416</i>	<i>4,912</i>	<i>51,256</i>
Saw and planing mills.....	21,770	33,314	(37,169)		(37,169)
Plywood and veneer mills.....			2,052		2,052
Sash and door and planing mills			4,647		4,647
Sawmills.....			30,470		30,470
Furniture.....	7,569	11,125	6,014	4,912	9,854
Miscellaneous wood products....	(2,917)	(3,813)	(4,233)		(4,233)
Boxes and baskets (wood).....	830	1,790	2,041		2,041
Morticians' goods.....		47			
Miscellaneous wood products..	2,087	1,976	2,192		2,192
<i>Paper Products.....</i>	<i>46,886</i>	<i>57,128</i>	<i>61,025</i>	<i>3,139</i>	<i>61,750</i>
Paper boxes and bags.....	4,274	7,897	6,831	3,139	7,556
Pulp and paper.....	39,276	45,124	50,103		50,103
Roofing papers.....	1,253	1,983	1,734		1,734
Miscellaneous paper products....	2,083	2,124	2,357		2,357
<i>Printing, Publishing and Allied In- dustries.....</i>	<i>18,104</i>	<i>23,962</i>	<i>19,448</i>	<i>6,995</i>	<i>23,512</i>
<i>Iron and Steel Products</i>	<i>73,618</i>	<i>98,569</i>	<i>105,676</i>	<i>2,332</i>	<i>106,712</i>
Agricultural implements.....	10,694	11,290	12,305		12,305
Boilers and plate work.....	2,560	3,984	4,096	584	4,669
Fabricated and structural steel..	3,026	4,320	4,556		4,556
Hardware and tools.....	1,360	3,497	3,979		3,979
Heating and cooking apparatus	3,975	6,601	5,839		5,839

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY—Continued**

Industry group	1946(a)	1950(a)	1951		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing—(Continued)					
Household, office and store machinery.....	3,222	5,389	4,196		4,196
Iron castings.....	7,379	9,044	10,585		10,585
Machine shop products.....	244	447	750		750
Machine tools.....	1,679	1,704	2,122		2,122
Machinery, n.e.c.....	7,511	9,411	13,638		13,638
Primary iron and steel.....	17,761	22,242	24,910		24,910
Sheet metal products.....	9,357	10,679	8,440	1,748	8,933
Wire and wire products.....	1,737	4,432	4,207		4,207
Miscellaneous iron and steel pro- ducts.....	3,113	5,529	6,053		6,053
<i>Transportation Equipment.....</i>	<i>61,684</i>	<i>75,728</i>	<i>79,267</i>	<i>9,667</i>	<i>87,439</i>
Aircraft and parts.....	7,112	7,911	15,869		15,869
Auto repair and garages.....	(d)9,574	(d)11,307	4,211	(d)9,667	(d)12,383
Bicycles and parts.....		482	322		322
Boat building and repairing.....	911	350	478		478
Motor vehicles.....	17,700	26,905	24,973		24,973
Motor vehicles parts and acces- sories.....	9,090	14,666	14,144		14,144
Railroad and rolling stock equip- ment.....	5,280	5,787	6,752		6,752
Shipbuilding and repairing.....	12,017	7,505	12,252		12,252
Miscellaneous transportation equipment.....		815	266		266
<i>Non-ferrous Metal Products.....</i>	<i>21,537</i>	<i>28,640</i>	<i>29,108</i>	<i>529</i>	<i>29,637</i>
Aluminum products.....	3,590	4,392	4,475		4,475
Brass and copper products.....	3,686	4,155	4,865		4,865
Jewellery and silverware.....	1,201	1,773	1,358	529	1,887
Non-ferrous metal smelting and refining.....	12,383	16,784	16,658		16,658
Watch and jewellery repair.....					
White metal alloys.....	626	1,339	1,309		1,309
Miscellaneous non-ferrous metal products.....	51	197	443		443
<i>Electrical Apparatus and Supplies..</i>	<i>26,238</i>	<i>35,632</i>	<i>39,968</i>		<i>39,968</i>
Batteries.....	786	1,007	767		767
Heavy electrical machinery and equipment.....	13,605	15,840	15,653		15,653
Radios and radio parts.....	2,681	3,286	3,646		3,646
Refrigerators, vacuum cleaners and appliances.....	760	3,722	3,240		3,240
Miscellaneous electrical products.....	8,406	11,777	16,662		16,662
<i>Non-metallic Mineral Products.....</i>	<i>11,339</i>	<i>15,565</i>	<i>15,485</i>	<i>889</i>	<i>16,374</i>
Abrasive products.....	1,517	1,759	2,208		2,208
Asbestos products.....	708	1,352	1,251		1,251
Cement, hydraulic.....	811	1,490	1,593		1,593
Clay products.....	1,924	1,866	2,985		2,985
Glass and glass products.....	3,353	4,301	3,550	120	3,670
Lime and gypsum products.....	1,373	1,656	904		904
Stone products.....	615	1,350	586	(c)769	1,355
Concrete products.....		240	345		345
Miscellaneous non-metallic mineral products.....	1,038	1,551	2,063		2,063
<i>Products of Petroleum and Coal.....</i>	<i>4,963</i>	<i>7,222</i>	<i>7,463</i>		<i>7,463</i>
Coke and gas products.....	213	908	612		612
Petroleum refining and products.....	4,750	6,280	6,821		6,821

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY—Continued**

Industry group	1946(a)	1950(a)	1951		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing—(Concluded)					
Miscellaneous products of petro- leum and coal.....		34	30		30
<i>Chemical Products</i>	10,659	14,151	18,820	1,289	18,820
Acids, alkalis and salts.....	4,245	4,927	5,337		5,337
Explosives, ammunition and pyrotechnics.....	1,028	1,535	2,036		2,036
Fertilizers.....	427	544	1,742		1,742
Medicinal and pharmaceutical preparations.....	1,148	872	1,167		1,167
Paints and varnishes.....	2,231	2,509	2,489	1,289	2,489
Soaps, washing and cleaning com- pounds.....	823	1,372	1,462		1,462
Toilet preparations.....		86	91		91
Vegetable oil mills.....		102	328		328
Primary plastics.....		776	1,267		1,267
Miscellaneous chemical and allied products.....	707	1,428	2,901		2,901
<i>Miscellaneous Manufacturing Indus- tries</i>	3,223	5,518	6,550		6,550
Brooms, brushes and mops.....	481	412	354		354
Fabricated plastic products.....	298	240	409		409
Musical instruments.....	137	383	437		437
Pens, pencils and typewriter sup- plies.....	512	573	642		642
Professional and scientific instru- ments and equipment.....	774	899	1,567		1,567
Sporting goods and toys.....		690	652		652
Miscellaneous industries, n.e.c....	1,021	2,321	2,489		2,489
Construction (f).....	97,215	130,077	65,523	104,165	168,092
Transportation.....	210,148	242,501	254,285	8,238	254,736
Air Transport and Airports.....	2,590	4,513	4,742		4,742
Bus and Coach Transportation- interurban.....	2,418	3,560	3,010		3,010
Steam Railways (including express and telegraph service).....	143,330	162,826	176,007		176,007
Urban and Suburban Transporta- tion Systems.....	20,149	21,658	21,743		21,743
Taxicab.....	992	1,769	1,270		1,270
Truck Transportation.....	2,563	11,179	11,681	3,262	12,132
Water Transportation.....	21,887	12,828	12,900		12,900
Services Incidental to Water Trans- portation.....	16,154	23,985	22,667	4,976	22,667
Services Incidental to Transporta- tion.....			18		18
Other Transportation.....	65	183	247		247
Storage.....	1,837	2,279	2,607		2,607
Grain Elevators.....	1,718	1,971	1,970		1,970
Storage and Warehouse.....	119	308	637		637
Communication.....	20,564	34,803	39,734		39,734
Radio Broadcasting.....	70	100	556		556
Telephone.....	20,348	34,437	38,727		38,727
Other Communication Services....	146	266	451		451
Public Utility Operation.....	15,814	23,362	30,429		30,429
Electric Light and Power.....	13,837	21,727	28,331		28,331
Gas Manufacturing and Distribu- tion.....	1,917	1,635	2,053		2,053

**TABLE IV. NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CAADAN 1946, 1950, 1951—BY INDUSTRY—Concluded**

Industry group	1946(a)	1950(a)	1951		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Public Utility Operation—(Conc.)					
Water and Sanitary Services.....	(e)	(e)	(e)	(e)	(e)
Other Public Utilities.....	60		45		45
Trade.....	21,684	36,345	32,573	11,873	43,460
Wholesale.....	4,637	10,341	13,573	2,248	15,821
Retail.....	(d)17,047	(d)26,004	19,000	(d)9,625	27,639
Finance, Insurance and Real Estate.....	(g)106	(g)1,248	990	(g)	(g)990
Finance.....					
Insurance.....		420	420		420
Real Estate.....	106	828	570		570
Service.....	48,386	82,290	83,618	9,898	91,437
Community or Public.....	6,115	16,077	16,040	6,226	20,187
Education.....	196	2,380	4,680		4,680
Health.....	5,919	13,539	11,140	6,226	15,287
Religion.....					
Welfare institutions.....					
Community or public service, n.e.c.....		158	220		220
Government Service.....	26,067	44,633	48,420	136	48,556
Dominion Government.....			16		16
Municipal or other local government.....	22,367	41,533	45,304	136	45,440
Provincial Government.....	3,700	3,100	3,100		3,100
Other government service, n.e.c.....					
Recreation Service.....	280	627	755		755
Theatres and theatrical services.....	280	616	728		728
Other recreational services.....		11	27		27
Business Service.....	60	601	977		977
Personal Service.....	15,864	20,352	17,426	3,536	20,962
Barbering and hairdressing.....	4,866	3,696	670	3,097	3,767
Dyeing, cleaning, pressing.....	106	461	520		520
Photography.....		9	16		16
Hotels and lodging houses.....	9,739	13,791	13,890	204	14,094
Laundries.....	794	1,327	1,125		1,125
Restaurants, cafes, taverns.....	126	688	996		996
Undertaking.....	233	242	12	235	247
Other personal service.....		138	197		197

(a) The industrial breakdown has been rearranged from previously published figures to conform to the present standard industrial classification.

(b) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.

(c) This agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Water supply covered under "Service-Municipal".

(f) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

(g) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

Fatal Industrial Accidents in Canada* during the First Quarter of 1953

Industrial fatalities during first quarter of 1953 numbered 290, a decrease of 69 from previous quarter, in which 359 were recorded

There were 290† industrial fatalities in Canada in the first quarter of 1953, according to the latest reports received by the Department of Labour. This marks a decrease of 69 fatalities from the previous quarter, in which 359 were recorded, including 15 in a supplementary list.

During the quarter under review, four accidents occurred which resulted in the deaths of three or more persons in each case. On January 20, a "bump" in a coal mine at Coleman, Alta., cost the lives of three miners. At Butedale, B.C., four construction employees and two union representatives were killed on January 27, when the aircraft in which they were travelling crashed into the water. A flash fire on February 5, at a Niagara Falls, Ont., chemical plant resulted in the deaths of three workers. The fire occurred while repairs were being made inside a high steel tank. Five employees of a Canadian air transport company were killed at Karachi, Pakistan, on March 2, when their aircraft crashed while taking off.

Grouped by industries, the largest number of fatalities, 67, was recorded in manufacturing. Of these, 18 were in iron and steel, 14 in the wood products group and 11 in the transportation equipment industrial group. In the previous three months there were 54 fatalities listed in manufacturing, including 12 in wood products, nine in transportation equipment and eight in iron and steel.

In the logging industry, 50 industrial deaths were reported during the first quarter of 1953, compared with 52 in the previous three months. In the first quarter of 1952, 49 accidental deaths were recorded.

Of the 44 accidental deaths reported in the mining industry during the quarter under review, 25 occurred in metalliferous

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information in press reports.

mining, 11 in non-metallic mining and eight in coal mining. In the preceding three months 35 fatalities were recorded in mining, including 20 in metalliferous mining and nine in non-metallic mining.

There were 35 industrial fatalities in the construction industry during the first three months of 1953, of which 16 occurred in buildings and structures, 12 in miscellaneous construction and seven in highway and bridge construction. In the previous three-month period, 67 fatalities were reported in construction, including 27 buildings and structures, 23 in miscellaneous construction and 17 in highway and bridge construction.

Thirty-four persons died as a result of accidents in the transportation industry during the quarter under review. Of these, 16 were in local and highway transportation, six in steam railways and five in air transportation. In the fourth quarter of 1952, 74 fatalities were recorded.

In the various branches of the service industry there were 21 fatalities during the first quarter, an increase of three from the 18 listed in the previous three months.

*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the first quarter of 1953 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

There were 17 fatalities reported in agriculture during the quarter under review, compared with 30 and 26 in the third and fourth quarters of 1952 respectively.

An analysis of the causes of the 290 fatalities which occurred during the quarter shows that slightly more than one-third of the victims had been "struck by tools, machinery, moving vehicles and other objects". Within this group the largest numbers of deaths were caused by falling trees and limbs (30) automobiles and trucks (13) and handling materials (12). "Collisions derailments, wrecks, etc.," was

responsible for 53, or 18 per cent of the total deaths during the period. These included 31 fatalities involving automobiles and trucks and 11 that involved aircraft. In the classification "falls and slips" 45 accidents were reported. Of these, 41 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was recorded in Ontario, where there were 113. In British Columbia, there were 59 and in Quebec, 49.

During the quarter under review there were 106 fatalities in January, 94 in February and 90 in March.

Immigration Target Charted

Dr. L. E. Hamelin of Laval computes Canada's need for immigrants in next ten years at 700,000, mainly in age-group from 20 to 30 years

As this country will be facing a shortage of labour as early as 1961, because of the drop in the birth-rate in the twenties and thirties, a professor of the School of History and Geography of Laval University has suggested in a magazine article* that Canada bring in 700,000 immigrants to make up for the shortages in certain age-groups of our population.

Dr. Louis-Edmond Hamelin analysed our population make-up and noted that certain shortages exist in the age-groups from 5 to 25 years. While Canada's total population has increased by almost 4,000,000 since 1931, the total number of citizens from 15 to 20 years of age has remained practically stationary and that of citizens from 10 to 25 years of age has not increased at the same rate as the population as a whole.

The comparatively small number of our young people, according to Dr. Hamelin, creates a serious anomaly in the age structure of Canada's population in 1951. This is illustrated in the diagram appearing on page 1303. Horizontally, the diagram shows the number of Canadians in each age-group, for example, 1,722,109 citizens from 0 to 4 years, 1,397,825 from 5 to 9 years. Vertically, it indicates the different age-groups, e.g., 0 to 4 years, 5 to 9 years. The diagram assumes the shape of a half-pyramid.

The pyramid shows a regular enough trend from 70 to 25 years but displays an abnormal concavity from 25 to 5 years. This concavity, according to Dr. Hamelin, shows precisely the numerical deficiency of those groups compared with the other groups.

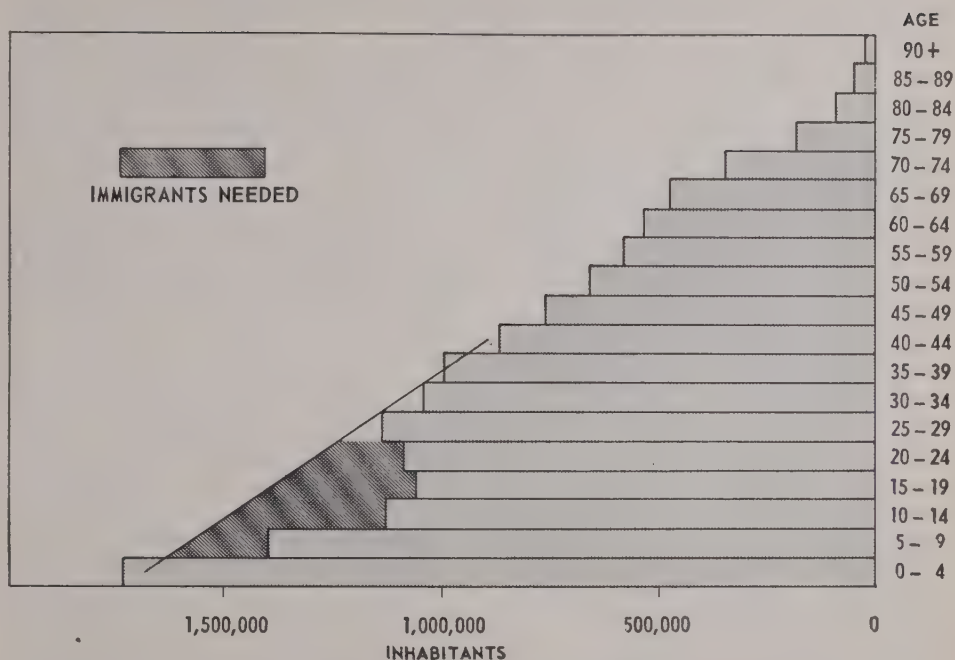
Dr. Hamelin adds that Canadians from 5 to 25 years old are relatively less numerous than those of 25 to 70 or of 0 to 4 years of age. The groups corresponding to a depression of the pyramidal crest are called "hollow categories". The writer adds that it is possible, by graphic method, to estimate the lack of citizens at nearly a million and the total number of those from 10 to 25 years at 700,000.

Causes of Youth Shortage

Dr. Hamelin attributes this shortage of young persons partly to the economic crisis—the Depression—which witnessed a marked decrease of the birth-rate. From 1921 to 1937, the birth-rate was one-third lower, that is by 10 per thousand. But Canada has also shared in the demographic evolution of the Western World towards a lower birth-rate. Before the twenties, the Canadian birth-rate stood at about 30 per thousand. It fell to 24.1 per thousand from 1926 to 1930, that is, before the Depression. After the Depression, from 1941 to 1945, the average rate did not exceed 23.5 per thousand. Even since 1945, with family allowances, a boom economy and present immigration fostering an increase in births, the rate does not exceed 28 per thousand.

*"Insuffisance de main-d'œuvre", *Relations Industrielles*, Vol. 8, No. 3. Les Presses Universitaires Laval, Québec.

POPULATION BY AGE GROUPS, CANADA, 1951



Another reason for this decreasing birth-rate, states Dr. Hamelin, is that in 1931 there were fewer persons of parenthood age (25 to 40 years) with regard to the total population than there were in 1951, namely, 21 per cent in 1931 as against 22.6 per cent in 1951.

Filling in Hollow Categories

"In 10 or 20 years," states the writer, "there is no doubt that workers will be less numerous if nothing is done to fill in the present gaps among our young people. Yet in an expanding economy, the labour force must maintain itself in numbers. Technical developments cannot make up for such a general decrease of young workers. Furthermore, a hollow category is unfavourable to the birth-rate. If the number of future parents is not increased, there will be fewer births in the next generation; the Canadian population will be ageing. Lastly, not only will these hollow categories find it difficult to maintain the economic tempo of Canadian life and to assure a worthy increase in the birth-rate, but they will also have to shoulder the burden of ever-increasing social taxes."

In order to unburden the future depleted category of workers and to make sure of a continuing demographic and economic development, Dr. Hamelin suggests immigration as the cure.

He suggests not an uncontrolled immigration but a rational movement to atone for the evil of hollow categories, calling for immigrants in the age groups which Canada lacks.

"In the main," he says in conclusion, "migratory movements are a valve which makes it possible to achieve a just proportion in the population. It is with that thought in mind that we advocate the entry, in the next ten years, of 700,000 persons, the majority of whom must be between the ages of 20 and 30."

If the flow of immigrants into Canada continues at its current rate for the next eight years, the country will have admitted and retained two immigrants for every three Canadians born during that time, said Jean Boucher, special assistant to the Deputy Minister of Citizenship and Immigration, recently. Mr. Boucher was speaking at the 22nd conference of the Canadian Institute of Public Affairs.

Such a flow of immigration, he said, would supply "at least three-quarters of the additions to the Canadian labour market." He predicted an annual average rate of immigration of 175,000, an annual natural rate of increase of 17.5 per cent and a Canadian population of 17,500,000 by 1961.

Factory Inspection in the United Kingdom

Mid-century report of Great Britain's Chief Factory Inspector compares working conditions in factories in 1951 with those 50 years ago

A five-per-cent reduction in the number of non-fatal accidents, increased activity in the establishment of new factories and in the reorganization of existing premises, improvement in welfare facilities, a growing interest in safety organizations in industry, and information on accident proneness of older workers are noted in the *Annual Report of the Chief Inspector of Factories of the United Kingdom for the year 1951*. Of special interest also is the comparison of present-day conditions in factories with those of 50 years earlier.

MID-CENTURY REVIEW

In this mid-century report the Chief Inspector reviews the changes in working conditions that have occurred in factories as a result of social advances during the 50-year period following the passing of the Factory and Workshop Act in 1901. Only one major revision and consolidation of the law, it is pointed out—the Factories Act, 1937—has been made since the 1901 consolidation, although many regulations and welfare orders have been issued. The survey is based on the records of inspectors in selected districts and on earlier reports of the Factory Department.

Among the notable changes reported are the many shifts in industrial location that have taken place as a result of the building up of new industries throughout the country, the development of road transport, the increasing use of bicycles, the bus and other means of conveyance to and from work, which has made it much less essential than before to have the factory close to the workers' homes, and the general movement since the beginning of the century away from the centres of the large cities, particularly "from the old industrial heart of London".

Despite the amalgamation of many small firms, the great bulk of premises covered by the Factories Act remains small. As the craft trades are not susceptible to large-scale organization, many small family businesses still exist in some parts of the country.

The number of factories without power, it is noted, has declined every year. In 1901 there were 95,664 factories with power and 137,648 without power. In 1951 there were 212,245 factories with power and only 26,464 without power.

The increasing mechanization of industrial processes during the 50 years has eliminated much of the hard work formerly done by hand, and heavy lifting.

In his Annual Reports for 1909 and 1911 the Chief Inspector of Factories expressed concern about the carrying of heavy weights by women and young persons in the West Midlands glass trade. Trucks, bogies and conveyors have now taken the place of manual lifting.

The advertisements of a large bakery in 1901 and 1951, quoted by an inspector in Scotland, reflect the change in the public attitude to mechanization in the food trade. In 1901 the firm claimed that "all bread was made by hand"; in 1951 they boasted of bread "not touched by the human hand."

Outwardly, the report states, factories have changed much during the half-century. The single-storey type of building became the rule after 1918 as outlying country was developed. Many of the multi-storied stone buildings in Lancashire and Yorkshire, however, still stand as they were in 1901, although most of them have been completely changed within.

Inside the factories vast improvements in standards of cleanliness, lighting, sanitary conveniences, air space, temperature and ventilation have been made in 50 years. Although the 1901 Act required lime washing or other treatment every 14 months, the interiors of factories in the early years of the century were usually gloomy and drab. Since 1945 the intelligent use of colour schemes has transformed factories of all kinds. The reflective powers of light paints and colour washes in the treatment of walls, ceiling and machines have also contributed to better lighting and in turn to higher standards of cleanliness.

All inspectors agree that improvements in lighting are among the most important benefits brought about during the period.

In 1901 natural lighting was often hampered by small, dirty windows, often filled with opaque glass, and in the multi-storied factories illumination was particularly poor in the centres of workrooms—a fault not entirely eliminated today. Nothing made natural lighting more appreciated than the closed-in effect of the early days of the blackout in the 1939-45 war, and recent years have seen great improvements. In the older factories windows have been enlarged to the great advantage of both lighting and ventilation, and fitted with clear glass. In the new factories ample light is given from roof and side windows.

Even in the most backward factories, the report states, the fluorescent light may be the only sign of progress.

Great advances have been made in ventilation, particularly in the application of local exhaust to remove dangerous dust or fumes. Each new hazard has been dealt with either in the general law or in special regulations.

"The most obvious outward change in the interior of factories," according to many inspectors, "is the absence of the forest of shafting and pulleys, belts and driving straps which were found in the old steam-driven factories." Electricity has gradually superseded other forms of motive power; and the individual drive that has taken the place of the main engines in many factories and the sectionalization of transmission machinery have greatly reduced the dangers from work at revolving transmission machinery.

The 1901 Report of the Chief Inspector drew attention to the fact that many machines were leaving the manufacturers with dangerous parts unfenced. Since then, much has been done to encourage manufacturers in this respect. Section 17 of the Factories Act, 1937, places a definite obligation on the makers to fence certain dangerous parts. In 1951 the inspectors were still spending considerable time encouraging better standards of fencing but "it is safe to say," the Report comments, "that the 50 years has seen an immense improvement in the provision of guards incorporated in the machine".

Older machinists recall the unfenced woodworking machines that caused mutilating injuries in the early part of the century. Circular saws usually had a rudimentary top guard but the pulleys and blades of band saws were often completely unfenced. By 1922, after much work by the inspectors and with the co-operation of the trade, the Woodworking Machinery Regulations were made, embodying detailed requirements for the fencing of all basic woodworking machines and also requiring the training of new workers.

Special attention was given also to the problem of fencing the power press, which, as the Chief Inspector remarks, is probably the most widely dangerous of all metal-working machines. Continuous study of the problem over the years led to the establishment of a Committee on the Fencing of Power Presses (which continues to function) representative of inspectors, makers and users of power presses, and guard makers, to lay down acceptable standards. As a result of the Committee's

reports, there is now an appropriate standard of fencing for almost every type of press and operation.

Similarly, in all trades considered dangerous to health, notably in the metal and pottery trades, the work of medical inspectors and of individual research carried on by enlightened firms has brought about great advances in the prohibition or control by special regulations of harmful substances.

The variations during the period in the law governing the reporting of accidents have made it impossible to draw any valid conclusions from a comparison of the 1901 and 1951 figures but, "for what it is worth," the Chief Inspector notes: "in 1901 there were 1,035 fatal and 82,725 non-fatal accidents; in 1925 there were 944 fatal and 159,693 non-fatal accidents; in 1951 there were 828 fatal and 182,616 non-fatal accidents."

Although general interest in accident prevention was not aroused until the war of 1914-18, the value of safety organizations in industry was recognized as early as 1906, when a large firm in Cheshire set up a Works Safety Committee and in 1916 appointed a full-time safety officer. In 1927 a Draft Order was issued requiring the establishment of safety organizations in the more dangerous classes of works but it was later found that voluntary compliance was a more successful method of progress and, as the century advanced, the inspectors have impressed on employers the importance of training in accident prevention.

Some of the organizations set up earlier have lapsed but the general trend towards joint consultation has led to increased interest in accident prevention committees. "In some works, however," the report states, "there is still a strong preference for keeping safety organizations in the hands of management through an accident prevention officer." The Chief Inspector commends the work of the Royal Society for the Prevention of Accidents in stimulating safety organizations.

The first legal provisions for welfare facilities came into effect during the 1914-18 war with the enactment of the Police, Factories, etc. (Miscellaneous Provisions) Act, 1916, which empowered the Home Secretary to make welfare orders for trades where such special provision appeared necessary. At the end of the war many of the special facilities such as canteens and messrooms were closed down but during the period between the two wars increasing attention was being given to physical amenities, welfare supervision and to the new science

of personnel management, with the active encouragement of the inspectors and independent associations.

It was unfortunately true, however, that in many of the specially dirty or unpleasant trades to which the statutory welfare orders applied, compliance with the various provisions was inadequate; uninviting mess-rooms and cloakrooms, meagre and uncomfortable seats, protective clothing of "work-house" design were all too common, and the differences between progressive and backward factories widened as the years went by.

The 1937 Factories Act imposed welfare provisions on all factories irrespective of numbers employed and later, during the war, emergency powers were used to require the provision of improved facilities—canteens, and welfare and medical supervision—for the benefit of the large number of workers engaged in war production. Finally, the Factories Act of 1948, with its requirements for suitable seating for men as well as for women, completed the legislation with respect to welfare provisions.

Although many firms had provided some kind of seats for certain work long before the 1948 Act, generally speaking, in the early part of the period standing at work was considered in the nature of things; if seats were provided they tended to be mere backless stools, sometimes of most unsuitable height and design.

Another notable change in the half century has been in the composition of the labour force in many factories. After the war of 1914-18 many of the jobs held by women reverted to men or disappeared, but with the shortage of labour after the second war, during which women were employed in large numbers, many women have remained in jobs that would formerly have been considered suitable only for men.

"Since 1945," the report states, "the problem for most employers has been to find enough women for the job and many schemes of special hours and welfare have been devised to attract them, if only for short periods and part-time work."

The most striking change in the 50 years, however, according to the Chief Inspector, has been the reduction in weekly working hours, which in 1901 were about 55 in most trades. Men not protected by the 1901 Act, which limited hours of women and young persons in non-textile factories to 60 a week, often worked even longer. "In 1901 the Superintendent Inspector at Leeds reported with an air of complacency that the hours in the textile area were 'only 54.'"

From 1918, as a result of scientific study of fatigue and its effects on production, and a changed social attitude following the war, the 48-hour week came to be recognized as

normal; it was made legal by the Factories Act, 1937, (apart from overtime) for women and young persons over 16, with a reduction to 44 hours for those under 16 years. Despite the demands on production during the Second World War, hours were regulated under Emergency Orders and efforts were made to keep them within limits compatible with health and good production.

The five-day week, which was growing in popularity throughout the thirties, became almost universal after the war. There are still trades, however, the Chief Inspector points out, where the workers prefer to spread their hours of work over a 5½-day week, finding it more advantageous than a free Saturday morning.

The post-war period, full employment and shortage of workers brought out a new attitude; it was not so much now the employer who exacted long hours from his workers, but the workers, particularly the women, who demanded that the pattern of working times should be adapted to suit their own needs and wishes. The rigid legal framework devised for their protection appeared to them as something of a strait jacket.

The period has also seen the raising of the minimum age for entry into industry to 14 in 1920 and to 15 in 1947, a more beneficial arrangement of hours on shift work, the institution of the practice of giving short mid-spell breaks and, in recent years, the granting of one or two weeks' holiday with pay.

The expansion of the factory inspectorate is another development recounted. Not only has the number of inspectors increased but the growth of industry and the increasing complexity of legislation has led to the development of many specialist branches. At the beginning of 1902 there were 95 inspectors, 34 assistant inspectors and, in addition, a small body of women inspectors to deal with questions affecting women. In 1951 there were 322 inspectors—and more than 50 vacancies—including 12 medical inspectors, 13 electrical inspectors and 18 engineering and chemical inspectors, all serving under senior inspectors. The addition to the staff of factory canteen advisers was a recent development.

The demeanour of the factory inspector has also undergone a change, the Chief Inspector remarks. "Older workers", he states, "remember little of the earlier inspectors except their dignity and their bowler hats" while managers remember them "with some awe". To-day the inspector is praised for his friendly and skilled advice. The basic principles, however, on which inspection has been founded appear

to have changed little, the report states, with the same concentration on investigation as the basis for all future action.

In concluding his historical survey, the Chief Inspector observes that most workers are unanimous as to the great benefits obtained during the 50 years—most noticeably in the last 12—particularly the improvements in cleanliness, lighting, sanitary conveniences, amenities and washing facilities, canteens and in the provision of seats. A worker of 80 years was of the opinion that it was in cleanliness that the greatest improvement in working conditions had been made.

He recollected vividly how, in his early days, rats would collect up scrap food dropped on floors by the workers. In a silk factory the firm used to pay workmen 3d. for a rat's tail and a ½d. for a mouse's tail; rabbits as well as rats were a great nuisance in the Clyde shipyards.

Management, too, is in agreement with the general view that conditions had improved although some regret the passing of the craftsmen and of some of the old attitudes to work. On the other hand, the Chief Inspector adds, "perhaps the feeling is best summed up by a manager in a Scottish factory, who said that the greatest difference was in the persons employed themselves; it was hardly possible to recognize in the healthy, well-dressed girls of today the puny ill-clad factory 'hands' who used to come to the door and ask for work."

PROGRESS DURING 1951

In his annual review of progress during the year the Chief Inspector reports that at the end of 1951 the total number of factories registered was 238,709, a decrease of 2,355 over the 1950 figure. The number of factories with mechanical power, however, continued to increase, there being 1,079 more than in 1950.

Although basic industries throughout the country suffered during the year because of world shortages and high prices of raw materials, there was considerable activity both in the establishment of new factories and in the reorganization and extension of existing premises.

The greater attention being paid to structural details in the new buildings will, in the Chief Inspector's opinion, lead to the provision of better lighting, heating and ventilation, all of which are factors affecting maximum output. The adoption of the shell roof construction, referred to in the 1950 Report, is becoming more common, and good day-lighting is ensured in some of the most modern structures by the use of glass bricks and large window space.

Industrial Developments and Safety

During the year industry continued to avail itself of the most up-to-date methods in order to maintain and improve the standard and volume of production.

The constant striving for greater efficiency stimulated by the need for economy in the use of power, materials and labour, tends on the whole, the Chief Inspector observes, to improve working conditions and make them safer. In the operation of the power press, for example, which generally requires the full-time attention of one operator, manpower can be conserved by the use of follow-on or combination tools to reduce the number of operations (at the same time reducing the number of exposures to risk), the development of automatic or semi-automatic operations and mechanical handling.

The present practice of factory occupiers and inspectors holding consultations when any changes are contemplated ensures that new plant and machinery will be constructed with greater regard for safety, comfort and efficiency.

The importance of having the makers provide such fencing as is practicable cannot be overestimated, the Chief Inspector points out. In addition to the standard practice for inspectors to approach makers when machines are sent out without adequate guards, an arrangement has been made between the Brussels Social Treaty Powers (Belgium, France, Luxembourg, the Netherlands and the United Kingdom) so that instances of inadequately-fenced machines sent from any of the signatory countries will be referred to the Inspectorate of the country concerned to be brought to the attention of the maker.

Increasing interest was noted during 1951 in the use of mechanical handling equipment. The use of such equipment, the Chief Inspector points out, not only leads to increased production but very definitely contributes to industrial safety.

Electrical equipment in new factories was generally of a satisfactory standard despite material shortages.

Reference is made in the report to the publication during the year by the British Standards Institution of a code of practice for "Electric Lifts for Passengers, Goods and Service."

Accidents

Despite an increase during 1951 in the number of persons employed in manufacturing industries, the total number of non-fatal accidents decreased by five per cent over the previous year, from 192,260 to

182,616—the lowest figure on record since 1938. This decrease occurred principally in accidents to men, of which there were 8,850 fewer than in 1950. The number of fatal accidents, however, rose from 799 in 1950 to 828 in 1951.

The continued rise in the number of accidents connected with transport, 250 per cent over 1939, the Chief Inspector states, is very serious and clearly calls for the enforcement of stricter discipline among drivers and users of vehicles.

Major reductions are shown in the following industries or groups of industries:

	1950	1951	Decrease
Machinery and engineering works	47,049	43,719	3,330
Building operations	13,302	12,340	962
Textiles	12,653	11,734	919
Shipbuilding	8,901	8,298	603

An analysis of accidents by causes reveals that the largest number occurred in the handling of goods, but the total number of accidents of this type decreased from 53,378 in 1950 to 50,466 in 1951.

An encouraging decrease in 1951 in the number of cases of sepsis (13,470), 37 per cent less than in 1939, is reported. There was also satisfactory decrease in the number of eye injuries (8,216), 12 per cent less than in 1950 (9,366); this total, however, is only slightly below the 1939 figure. The Chief Inspector emphasizes again the importance of close co-operation between management and workers in the selection and maintenance of suitable forms of eye protection and in making regular use of the safeguards provided.

Various examples are cited of accidents caused by faulty operational design of machinery and plant, and of accidents occurring on building sites, at works of engineering construction, in foundries and drop forging factories. An analysis of accidents on power presses and cranes is also given. The total number of accidents due to cranes decreased from 3,982 in 1950 to 3,795 in 1951 but there was an increase in the number of fatal accidents, from 9 to 65, compared with 1950.

Several sections of the report deal also with electrical accidents and accidents arising from fires and explosions.

Accidents to Elderly People

An examination of accident reports suggests that in spite of the handicaps which age brings to the majority—slower reactions, impaired vision and hearing, and lower vitality—older workers are not more prone to injury than persons in the prime of life. The consequences of the accident,

however, tend to be more serious. Paying tribute to the work performed by older people, the Chief Inspector states:

If there were any doubts left of the capacity of persons over 60 years of age to do useful work in industry they would be dispelled by an examination of the accident reports. These confirm in a remarkable way how many are apparently able to defy the advancing years and continue to exercise the skill acquired during a lifetime; typical examples include men between 65 and 70 working as part of a team at a mill in a tinplate works; a man of 67 as a steel erector; a woman of 73 as a top stitcher in the closing room of a shoe factory. These are only a few of the examples of craftsmen who carry on long after what used to be regarded as the normal age of retirement.

The reports show that, although a large number of the elderly people employed in various jobs can perform only light duties, many are still in work which exposes them to the same degree of danger as younger workers.

During the year 11,982 accidents (representing 6.5 per cent of the total) occurred to persons over 60 years of age; over 95 per cent of them happened to men. It is pointed out that statistics are not available to show whether the incidence of accidents was higher generally in this age group than in others. Many inspectors, the report adds, hesitate to attribute any significant number of accidents to old age as such, since most of them could have happened to anyone.

Accidents to Young Persons

There were fewer accidents to young persons in 1951, 8,756 to boys and 3,224 to girls, compared with 8,840 and 3,275, respectively, in 1950. These figures, however, represent a higher proportion of all factory accidents and, in terms of accidents per 1,000 persons employed, the figure for boys, 29, is very close to that of men, which is 30.

Before 1946, the report states, the liability to accident used to be greater for boys than for men; the downward trend since that date in relative risk to boys was reversed in 1951. But the steady decrease in the last six years in the total number of accidents to young persons, the Chief Inspector warns, should not be lost sight of. In his view, the excellence of the organizations built up by many of the larger firms for the training and supervision of young persons has been an important factor in this reduction. He expresses confidence that a higher standard in this regard throughout industry would immediately be reflected in accident statistics and advises managements to review their arrangements for training and supervision in the light of the suggestions contained in the Factory Department's leaflet, *The Prevention of*

Accidents to Young Workers (Form 1980). The Chief Inspector also reminds management that "young persons constitute the most precious raw material that industry possesses; and every avoidable accident, besides being a grave reflection on the efficiency of the undertaking, is a deplorable waste of this material".

The importance of instruction, training and supervision of young persons employed on dangerous machinery, particularly wood-working machines, is emphasized, and a description of various accidents occurring on machines illustrates the point.

Accident Prevention

Impressive reductions in the accident rate in many undertakings over the past few years reflect the achievements of accident prevention organizations. Special mention is made of the important part being played by the Royal Society for the Prevention of Accidents and its member firms in maintaining interest in accident prevention. The record of one firm was cited by the Chief Inspector:

An electrical engineering works employing 1,300 persons attained a frequency rate last year of 0.53; the bare figure is impressive enough, but behind it lie two really notable achievements: only one slight accident to a young person in three years; and the handling in the foundry of over 7,000 tons of molten metal during the year without a burning accident.

The safety department of this firm, which is mainly responsible for the above record, attributed its success to

- (1) The co-operation and interest of the directorate and management in all matters concerning accident prevention.
- (2) The safety instructions given to all new employees before starting work in the factory.
- (3) The careful selection of candidates for employment, including the introduction to the job before they are engaged.
- (4) The appreciation of the workers' safety by the supervisory staff.
- (5) Continual propaganda, including publication of the tragic results of accidents, which is resulting in realization by the operator that security of life and limb largely depends on making "safety at work" a dominant factor in industrial life.

The extent of the authority and status given to safety officers, it is pointed out, has an important bearing on the effectiveness of the safety organization within an industry. Furthermore, an attempt to combine the duties of safety officer with those of personnel manager or maintenance engineer, for example, may result in insufficient attention to accident prevention because of pressure of other work.

Although the Building (Safety, Health and Welfare) Regulations, 1948, require the appointment of an experienced person to supervise the observance of the Regulations and promote safe work generally, accident prevention organization in the building trades is still a relatively new development.

Industrial Poisoning and Diseases

The section of the report headed "Industrial Poisoning and Diseases" reviews the incidence of disability arising from the inhalation of fumes and gases and sets forth in tables the details of cases of industrial poisoning and diseases reported during the year, with comparative figures for earlier years, under the Factories Act, 1937, or the Paint (Protection against Poisoning) Act.

There were eight cases of gassing by ammonia, one of which was fatal; 19 cases by carbon dioxide, with one fatality; 12 cases by sulphuretted hydrogen, with three deaths; and 105 cases by carbon monoxide, including nine fatalities. There were no fatalities among the 21 cases of gassing by chlorine. Only three cases were reported of gassing by nitrous fumes, representing a steady decrease since the early years of the war.

There were 64 cases of lead poisoning, an increase of seven over 1950; again there were no fatalities. The number of cases among shipbreakers decreased from 27 in 1950 to five in 1951. An increased number of cases, however, was reported in the lead smelting industry and in trades in which there is contact with molten lead, these two groups accounting for 23 cases compared with five in 1950. No cases were reported in the pottery or printing trades.

A slight reduction was noted in the number of cases of anthrax notified—31, with one fatality—compared with 36 in 1950, all of whom recovered. The increase in the number of cases (13) attributed to infected wool was the highest since 1940. One of the four cases of compressed air illness was fatal. Cases of epitheliomatous ulceration numbered 178, with one death; there were 203 cases of chrome ulceration compared with 143 in 1950, the largest number occurring in the manufacture of bichromates.

The number of cases of dermatitis notified voluntarily during the year was 3,281, a decrease of 290 over 1950, but it is pointed out that the voluntary method of notification of the disease gives no accurate indication that the incidence of dermatitis in industry is decreasing. Much more definite information as to its location and extent is essential.

The number of cases of pneumoconiosis in coal mining rose from 509 in 1950 to 590 in 1951; in other industries the number increased from 26 to 58.

Health and Welfare

Potteries

In spite of shortages of material and labour there was further progress during 1951 in complying with the Pottery (Health and Welfare) Special Regulations, 1950, and industry as a whole showed a desire to improve working conditions. The inspectors have done much to encourage this attitude by reminding individual firms of their obligations, e.g., to provide protective clothing, clean floors, and exhaust ventilation.

To cope with the problem of suppressing dust many potteries were installing excellent exhaust plants for the various dust processes dealt with in the Regulations.

Building Industry

Many of the leading firms in the building industry, particularly those with safety departments, achieved high standards of compliance with the Building (Safety, Health and Welfare) Regulations, 1945, during the year but, throughout the industry generally, progress in this respect was reported to be disappointing.

Violations, particularly of Part II of the Regulations dealing with scaffolds and means of access, were noted in the construction of new houses on which a large proportion of the labour force has been employed. Common faults reported were absence of guard-rails and toe-boards and insufficient boards at working platforms. Because of the shortage of experienced scaffolders, the report states, erection is sometimes carried out by incompetent persons.

Improvements noted in builders' hoists for passenger carrying included

a hoist with an electric gear-driven winch to ensure the cage being lowered in gear, a governor device to prevent overspeeding during the lowering of friction-driven hoists, an independent emergency brake applied direct to the guide rails and operated from the cage, and a cage gate interlock. Lack of rigidity of the normal hoistway structure has proved a stumbling block to the application of landing gate interlocks.

Ironfoundries

Steady improvement in working conditions in ironfoundries—again mainly in the larger foundries—was reported during the year from all districts, chiefly in the provision of welfare amenities, medical facilities, lighting and heating installations and other non-technical matters.

Experimental work was being carried on to control the most pressing of the health problems, the elimination of dust and fumes. Progress in this respect will be effected only by close co-operation between plant designers, ventilating engineers and research associations assisted by foundry managements willing to alter traditional methods of work to suit the application of exhaust ventilation, the report states.

Washing and Clothing Accommodation

Inspectors' reports indicated that both employers and workers were more interested in washing facilities than in accommodation for clothing taken off during working hours; hence far greater progress was noted in the provision of washing facilities. Most workers prefer accommodation for removing clothes close to their place of work because they are loath to leave them away from their immediate scrutiny unless the other accommodation is easy of access and well supervised. A common practice noted was the partitioning off of some part of the shop for the hanging of clothes. Pegs on the workroom wall, the Chief Inspector states, do not constitute suitable accommodation.

Sanitary Conveniences

Compliance with the requirements in regard to sanitary conveniences was generally good, except in some country districts where the commonest faults found were lack of artificial lighting, failure to provide an intervening ventilated space and failure to screen and to provide effective doors to ensure privacy.

Temperature and Ventilation

As in previous years a great deal of attention was directed towards the conservation of heat by structural alterations, "principally by the underdrawing and lining of flimsy corrugated iron or asbestos roofs, and in preventing draughts by the screening of doors and windows". Various schemes of ventilation were being developed to cope with cases of excessively high temperature arising from process heat. In all industries, particularly in textiles, the use of air-conditioning plants increases. With regard to general ventilation, the Chief Inspector remarks,

undoubtedly lack of thought in initial planning leads to far greater expense later, and it is even more unsatisfactory that firms should start processes involving dangerous dust or fumes without any provision for their removal. Various examples from the different Divisions tell of the use of solvents without adequate arrangements for ventilation.

Lighting and Colour

During the year increasing interest in the improvement of standards of lighting, both natural and artificial, was noted. Architects and illuminating engineers were making the greatest possible use of natural lighting in the design of new buildings.

The steady progress in artificial lighting is attributed principally to the widespread use of fluorescent tubes although, as the Report points out, fluorescent light has definite disadvantages in some processes, such as colour matching. Progress was noted also in outside lighting of factories and especially of docks and shipyards. Once again the Chief Inspector calls attention to the need for more frequent and systematic cleaning of windows on both the inside and outside.

Through the efforts of the British Colour Council and the paint manufacturers over the past five years, managements are becoming more aware of the advantages of colour schemes to provide cheerful surroundings which in turn are reflected in increased output. Improvements in colour were noted in many small premises and considerable care was given to the decorating of new factories.

Seating

Progress in the provision of suitable seats for workers was noted, particularly in the potteries and in hosiery factories. Reports show that the attitude towards good seating depends a great deal on the methods of consultation adopted as to the type of seat most suitable and by the proper introduction of the idea to the workers who must use the seats. Men and women who have been accustomed to standing at work, the Chief Inspector observes, may not always appreciate the benefits of a seated posture.

One large firm of engineers in the North-East, employing about 1,400, tackled the problem by appointing a committee of four, consisting of the works engineer, the trade union convenor, and two other workers' representatives, to go around the factory and consider each job. This committee made recommendations to the management and, in consequence, stools and chairs of various shapes and sizes have been purchased and tried out.

Although new machines in some trades are being sent out with properly fitted seats, there is still need for better compliance with the legal requirements in the individual factories.

Hours of Employment

Normal weekly hours remained at 44 or 45 but there was a tendency to work up to 48 hours for overtime pay. Weekly hours

seldom exceeded the 48-hour maximum established by the Factories Act for women and young persons over 16 years but there was an increasing desire on the part of the workers to have more flexible systems than provided for in the Act, such as shorter rest breaks to enable them to get home earlier, and overtime confined to two days of the week instead of being spread over four week nights.

"It is increasingly clear," the Chief Inspector states, "that the pattern imposed by the Act is unpopular and disliked in many cases by the very workers it was meant to protect."

Inspections made after normal hours revealed some instances of illegal employment. Illegal employment, according to the report, occurs principally in seasonal trades such as ice-cream factories and bake-houses and occasionally in factories providing goods for Christmas and other special days.

During the year 69 firms, under the authority of Section 83 of the Factories Act, were permitted an earlier start than 7 a.m., but not before 6 a.m., to suit the exigencies of the trade or the convenience of the workers.

Under Emergency Powers, used again during the year to permit arrangements of hours in special circumstances which are not normally allowed under the Factories Act, there were in November, 1951, 1,442 orders and permissions in effect for day work schemes (including evening employment) and 484 for shift work. Most of the permissions for day work schemes were issued under the Factories (Evening Employment) Order, 1950, which was issued to give a District Inspector power to issue permissions for evening employment for women between 5 and 10 p.m. on any evening other than Saturday or Sunday provided they were not employed about the business of the factory or in any other business carried on by the occupier outside that period of employment. These short shifts, usually of about four hours between 5:30 and 10 p.m., have continued to be popular, particularly with many elderly married women who want to contribute their skill to the national need for increased production at a time convenient to themselves and their families.

Canteens and Feeding Arrangements

New canteens continued to be set up and most industries appear to be recognizing the value of providing suitable arrangements for workers to obtain meals on the premises. General improvement in standards

of cooking and hygiene were noted. At the end of the year 5,182 factories employing more than 250 persons were reported to have hot meal canteens. There was an increase also in the number of factories providing facilities for snack meals.

Appendices

Appended to the report are statistical tables giving the number of registered factories, accidents, dangerous occupations, prosecutions, etc. Also included (Appendix X) is the following list of some new and

revised publications issued by the Factory Department during 1951:

Seats for Workers in Factories: Welfare Pamphlet No. 6.

Safety of Machine Tools and Other Plant, No. 4, Guillotines and Shears (Form 294). Memorandum on Safety Measures Required in the Use of Acetylene Gas and in Oxy-acetylene Processes in Factories (Form 1704).

Carbon Monoxide Poisoning (Memorandum F. 827).

Electricity Regulations (Memorandum F. 928).

The Health of Welders.

Prevention of the Propagation of Flame in Aluminium Dust Explosions.

Collective Bargaining Said Effective Wage-Setter

Free collective bargaining has proved itself a flexible and effective method of setting wage rates for workers in the United States, declared a special committee of the Twentieth Century Fund recently. However, said the committee, the parties concerned in collective bargaining should give more attention to the possible effects of their action on the economic system as a whole.

The committee, composed of business leaders, labour officials and economists, has published its views in a new report "Employment and Wages in the United States".

Among other things, the nine-man committee recommended:—

That no set of mechanical rules, based on rigid standards of wage determination, should be substituted for negotiation and compromise of conflicting pressures and interests in the country's wage-setting process.

That free collective bargaining has proved itself as a wage-setting process, but it should be improved to reflect more accurately the interests of all parties concerned, including consumers, and to reduce friction, conflict and interruption of production.

That management can improve employment conditions by hiring on merit, assigning employees to jobs for which they are best fitted, and increasing the security of job tenure and the regularity of employment.

That unions should provide members with better information on job opportunities, eliminate race and sex discrimination in membership, and work with management to get workers into expanding industries and out of declining ones.

That if government does its part in preventing inflation, unions might be expected, as a rough rule, to accept raises approximating the probable rate of increase of output per man-hour for the economy as a whole.

The report also contains individual opinions of the members of the committee with regard to the general policies that might be followed by labour and management in setting wage rates fair to the worker, to the employer and to the country as a whole.

Other wage and employment topics discussed in the committee's report and in the individual statements include: the trend toward more uniform wage rates throughout an industry or community; seniority as against merit promotions; labour contracts with an annual "improvement factor"; the effects of setting wages according to "ability to pay"; the guaranteed annual wage; and profit sharing.

Chairman of the committee was Lloyd K. Garrison, former Chairman of the National War Labour Board. Other committee members were Solomon Barkin, Director of Research, Textile Workers Union of America (CIO); Harry A. Bullis, Chairman of General Mills, Inc.; Waldo E. Fisher, professor of industrial relations, University of Pennsylvania; Eli L. Oliver, Labor Bureau of the Middle West; Sumner H. Slichter of Harvard University; Louis Stark, editorial writer for the *New York Times*; Lazare Teper, Director of Research, International Ladies' Garment Workers' Union (AFL); and Harold L. Zellerbach, President of the Zellerbach Paper Company.

Teamwork in Industry

To help labour-management production committees keep informed on what other LMPCs in Canada are doing, the Labour-Management Co-operation Service of the Department of Labour publishes the monthly bulletin *Teamwork in Industry*. In addition to stories on the activities of LMPCs, *Teamwork* also carries information on co-operation from many other countries as well as features designed to aid LMPCs in their work.

One feature printed in each issue is the editorial, which carries a message based on the experiences of LMPCs in their many activities.

The December 1952 issue of *Teamwork in Industry* carried an editorial on communication called "Industry's Telephone". The purpose of the editorial was to explain the rôle of the LMPC as a channel for information between labour and management. The editorial said:—

"As we have noted from time to time, one of the major concerns of industry is to establish adequate channels of communication between labour and management. Older ideas as to what constituted good industrial communication have been replaced by a new concept. This new concept regards communication as a free flow of information in both directions, upward and downward.

"It is perhaps easier to grasp this idea if we regard communications as being similar to a telephone. It is not too hard to imagine how much of the telephone's usefulness would be lost if it were capable of carrying conversation in one direction only. Communication in industry is very similar to the telephone. So long as all members of an organization can freely receive and transmit information in any direction, there is no great problem. It is only when the system breaks down (or does not exist) that real trouble begins.

"An LMPC is actually a form of industrial telephone. It can both receive and transmit messages. It provides a means whereby management and labour can approach and discuss mutual problems in an atmosphere of frankness and sincerity. When this system is working at its best, information which might otherwise have remained unknown is made available. Perhaps it seems unimportant to the person who has it, but when placed in its proper place along with many other facts it becomes part of the over-all picture.

"One thing which many LMPC have found is that the whole story must be told. Often this may seem difficult but experience has proved that parts of a story will not do. It is simply not good enough if only those elements of a situation which are known to be acceptable to one party or the other are told. In an LMPC the respect and confidence established by a mutually sincere desire to co-operate allows for maximum freedom in exchanging ideas, opinions and information."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Applications for Certification Received by the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during July but during the month the Board received the following applications for certification as bargaining agent:—

1. United Packinghouse Workers of America, Local 520, on behalf of a unit of plant employees of Ogilvie Flour Mills Co., Limited, Winnipeg (Investigating Officer: J. S. Gunn).

2. Great Lakes Licensed Officers' Organization, on behalf of a unit of marine engineers of Canadian National Railways employed on the Company's ferry service between Windsor and Detroit (Investigating Officer: R. L. O'Neill).

3. American Federation of Technical Engineers, Local 165, on behalf of a unit of salaried, technical employees of Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: H. Perkins).

4. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Canadian Pacific Railway Company on board the SS *Keewatin* and SS *Assiniboia*, operated by the Company on the Great Lakes (Investigating Officer: L. Pepin).

5. Building Service Employees' International Union, Local 298, on behalf of employees of Canadian Broadcasting Corporation employed in the maintenance of Radio Canada Building, Montreal (Investigating Officer: L. Pepin).

6. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Canadian Pacific Steamships Limited on board the DEV *Beaverbrae*, operated by the Company on its Atlantic service (Investigating Officer: R. Trépanier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July the Minister appointed conciliation officers to deal with the following disputes:—

1. Canadian Broadcasting Corporation (editorial employees) and Canadian Wire Services, Local 213, American Newspaper Guild (F. J. Ainsborough).

2. Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (Conciliation Officer: R. H. Hooper).

3. Northern Telephone Company, Limited, New Liskeard, and Communications Workers of America (Conciliation Officer: F. J. Ainsborough).

4. Pacific Stevedoring and Contracting Co. Ltd.; Canadian Stevedoring Company, Prince Rupert, and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Canadian National Steamships; Canadian Pacific Railway Company (B.C. Coast Steamship Service); Canadian National Railways (B.C. Coast and B.C. Lakes Barge and Ferry Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited, Vancouver; and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie). (L.G., July, p. 1020.)

2. Canadian National Steamships; Canadian National Railways (Barge and Ferry Service, Port Mann; Barge and Ferry Service, Okanagan Lake); Canadian Pacific Railway Company (B.C. Coast Steamship Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie). (L.G., July, p. 1021.)

3. The Quebec Central Transportation Company, Sherbrooke, Que., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. Trépanier). (L.G., Aug., p. 1155.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established to deal with matters in dispute between Canada Steamship Lines, Limited; Colonial Steamships Limited; N. M. Patterson & Sons Limited; Upper Lakes and St. Lawrence Transport Company Limited, and National Association of Marine Engineers of Canada, Inc. (L.G., July, p. 1022) was fully constituted in July with the appointment of Prof. B. S. Keirstead, Montreal, as Chairman. Prof. Keirstead was appointed by the Minister on the joint recommendation of the other

two members, Joseph Sedgwick, QC, Toronto, and Ken Green, Halifax, who were previously appointed on the nominations of the companies and union respectively.

2. The Board of Conciliation and Investigation established to deal with matters in dispute between Quebec Railway, Light & Power Company and National Catholic Transport Brotherhood of Quebec, Inc. (L.G., Aug., p. 1156) was fully constituted in July with the appointment of Prof. Maurice Lamontagne, Quebec, as Chairman. Prof. Lamontagne was appointed by the Minister on the joint recommendation of the other two members, Jacques Dumoulin and Marcel Belanger, both of Quebec, who were previously appointed on the nominations of the company and union respectively.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. The Board of Conciliation and Investigation established to deal with matters in dispute between Quebec Railway, Light & Power Company, and Catholic Syndicate of Garage Employees of the Quebec Railway, Light & Power Company, Inc. (L.G., Aug., p. 1156) was fully constituted in July with the appointment of Prof. Maurice Lamontagne, Quebec, as Chairman. Prof. Lamontagne was appointed by the Minister on the joint recommendation of the other two members, Jacques Dumoulin and Marcel Belanger, both of Quebec, who were previously appointed on the nominations of the company and union respectively.

4. The Board of Conciliation and Investigation established to deal with matters in dispute between the Brookland Company Limited (Radio Station CKWS, Kingston) and National Association of Broadcast Engineers and Technicians was fully constituted in July with the appointment of Eric Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, Joseph Sedgwick, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nominations of the company and the union respectively.

5. The Board of Conciliation and Investigation established to deal with matters in dispute between the Brookland Company Limited (Radio Station CHEX, Peterborough) and National Association of Broadcast Engineers and Technicians was fully constituted in July with the appointment of Eric Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, Joseph Sedgwick, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nominations of the company and union respectively.

6. The Board of Conciliation and Investigation established to deal with matters in dispute between National Harbours Board, Halifax, and Division 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, p. 1021) was fully constituted in July with the appointment of Mr. Justice V. J. Pottier, Halifax, as Chairman. Mr. Justice Pottier was appointed by the Minister on the joint recommendation of the other two members, J. T. MacQuerrie, QC, and R. A. Kanigsberg, QC, both of Halifax, who were previously appointed on the nominations of the employer and union respectively.

Conciliation Board Reports Received

1. J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co. Ltd.; North American Elevators Ltd.; Sorel Dock Stevedoring Co. Ltd.; Brown & Ryan Limited; Eastern Canada Stevedoring Co. Ltd., and National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., June, p. 874). Text of the Board's report is reproduced below.

2. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July, p. 1022). Text of the Board's report is reproduced below.

Settlement Following Board Procedure

British Columbia Coast Steamship Service (Canadian Pacific Railway Company); Canadian National Steamships; Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 699).

TUC Publishes History of British Unionism

A brief history of Britain's trade union movement has just been published by the Trades Union Congress, under the title *Two Centuries of Trade Unionism*.

TUC secretary Sir Vincent Tewson, in a foreword, describes it as a "thrilling story of vision, struggle, sacrifice and accomplishment".

No more than an introduction to the history and development of trade unions in Britain, its purpose is to impress upon the present generation of trade unionists, young trade unionists in particular, a sense of the inheritance they have entered upon.

"An appreciation of our great history," Sir Vincent writes, "cannot fail to spur present-day trade unionists to a full sense of their mission, and to encourage them to play an intelligent and forward-looking part in the shaping of national and international policy."

Report of Board in Dispute between

J. C. A. Turcotte, Wolfe Stevedores Limited, Empire Stevedoring Co. Ltd., North American Elevators Ltd., Sorel Dock & Stevedoring Co. Ltd., Brown & Ryan Ltd., and Eastern Canada Stevedoring Co. Ltd.

and

National Catholic Syndicate of Longshoremen of Sorel, Inc.

Translation

The Hon. MILTON F. GREGG,
Minister of Labour,
Ottawa, Ont.

In the matter of the dispute between The National Catholic Syndicate of Longshoremen of Sorel, Inc. and J. C. A. Turcotte, Wolfe Stevedores Limited, Empire Stevedoring Co. Ltd., North American Elevators Ltd., Sorel Dock & Stevedoring Co. Ltd., Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd.

Dear Sir:—

The Board of Conciliation and Investigation established by you to deal with matters in dispute between the above-mentioned parties, begs to submit its report.

The Board was composed of His Honour Judge André Montpetit, of the Superior Court, as Chairman, of Mr. Léonce Plante, QC, representing the employers, and of Mr. Marc Lapointe, barrister, representing the Syndicate.

We held a preliminary meeting on April 21, 1953 and three public meetings on the following dates: April 30 (in Sorel), May 7 and May 13 (in Montreal). The Board met alone on July 22 and 23.

The Syndicate's requests which we have examined and on which we must take decisions through recommendations which we consider appropriate, are in the form of amendments to the collective agreement dated June 21, 1952, the expiry date of which is January 31, 1953. (See Exhibit S.1, Article XVII.)

I

The Syndicate suggests that subsection "B" of Section IV, entitled "Unloading of Grain", be amended in order to provide time and one-half instead of \$1.53 per hour, "for any work between 7 p.m. and 6 a.m."

On July 24, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the National Catholic Syndicate of Longshoremen of Sorel, Inc., and J. C. A. Turcotte, Wolfe Stevedores Limited, Empire Stevedoring Co. Ltd., North American Elevators Ltd., Sorel Dock & Stevedoring Co. Ltd., Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd.

The Board was under the Chairmanship of Mr. Justice André Montpetit, Montreal, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the companies was Léonce Plante, QC, Montreal; the union nominee, Marc Lapointe, MCL, Montreal.

The text of the Board's report is reproduced herewith.

Strangely enough, the agreement, as it now reads, provides time and one-half for all night work except that of grain unloading for which a premium of 25 cents an hour applies (the regular hourly rate for day work being \$1.28).

The Board is of the opinion that there is no reason for this, and it recommends that the employers grant the amendment as submitted by the Syndicate.

II

The Syndicate's second request provides (Section V "Loading and Unloading of Cargo") that in the case of the setting up of stevedoring gear with used lumber there should be a premium of 10 cents an hour above the regular rates.

The evidence, on the whole, indicates that, as a general rule, the setting up of partitions follows cleaning. But nowhere—and the point has not been denied—is a special premium paid for setting up work as such.

Under the circumstances, the Board is of the opinion that there is no reason for supporting the amendment submitted by the Syndicate.

III

Re Section VI (Loading and Unloading of certain products from box cars and ships), the Syndicate asks that "special clothing be supplied by the Companies for the handling of creosoted wood (aprons, mittens and cuffs)".

If the workers handling creosoted wood were not already receiving an additional premium of 15 cents granted to them sometime ago, the Board would not have hesitated to endorse the suggestion made by the Syndicate. But such a premium is provided in all cases of loading or unloading substances or products the handling of which presents any physical risk.

That being so, the Board does not feel it should endorse the Syndicate's request in the particular case of creosoted wood, inasmuch as, according to the Syndicate's own witnesses, the clothes that the longshoremen might need only cost from \$3 to \$3.50 (a set) and that two "sets" per season would suffice.

IV

The Syndicate (Section VII, Work on Sundays and Holidays) requests that the Feast of the Immaculate Conception—December 8th—be added to the five holidays already recognized in the agreement.

To all practical purposes this request of the Syndicate is of no consequence, as it nearly never happens that longshoremen are called to work in such a late period of the year when the shipping season is nearly always over. Furthermore, the Syndicate has shown that Immaculate Conception Day is recognized as a holiday in most of the agreements of the Sorel area.

Considering the above, and

Considering that recognition of six holidays instead of five seems reasonable;

Considering that there is no important objection that this sixth holiday be on Immaculate Conception Day;

The Board recommends that the Employers accept the amendment suggested by the Syndicate.

V

The Syndicate request in Section VIII (Foremen) that all foremen receive a premium of \$0.25 per hour (instead of \$0.10) over the regular rate paid to longshoremen.

According to the evidence, foremen received a premium of \$0.20 per hour in 1947, 1948 and 1949. In 1950, this premium

was changed to a bonus based on the number of hours required to load and unload a ship. In 1952, the bonus was replaced by the present \$0.10 premium.

It is clearly established that this last change has brought about a marked decrease of the foremen's take home pay, even with the general increase in longshoremen's wages.

For these reasons, the Board recommends that said premium be re-established to the previous amount of \$0.20 per hour.

VI

During our public hearings, the parties agreed to make a written submission concerning the Syndicate's proposed changes to Section IX (Mooring Men). Unfortunately, they have not done so, and their suggestions in their respective briefs as to how this Section should read differs greatly.

However that may be, we feel that in combining these two proposals we could arrive at a satisfactory solution. Here is what we suggest—

... "However, if these men should already be working for a Company when an ocean-going steamer is berthed, they shall not be displaced before the Companies have communicated with the Syndicate to obtain other men for that purpose. If the Syndicate cannot then supply the mooring men required and if the Companies must use men already at work, these men will not then be entitled to two hours pay on top of their regular wage."

It goes without saying that if the parties concerned, who are in agreement on the principle involved, wish to change the text we have submitted they can do so at their discretion.

VII

The first amendment submitted here by the Syndicate (Section XII, para. "a") to the effect of eliminating the waiting period of 30 minutes in the morning, at 7 a.m., and at noon, at 1 p.m., has been accepted by the Employers.

The Employers are firmly opposed to doing away with the 3.30 p.m. call, and rightly so in our opinion. We are convinced that it is not even in the longshoremen's interest to change the *status quo*. In fact, if such were the case, the danger of diverting the regular shipping traffic to ports where the work can be done at regular rates and without near-penalty delay would increase.

During the first public conciliation meeting, the Syndicate dropped the third amendment it had submitted to article XII.

VIII

We are of the opinion that the Employers should agree to change article VIII in order "to have a foreman assigned to all pump men," as suggested by the Syndicate, and this for the simple reason that in not doing so they violate the provisions of article XIII (para. "b") of the agreement, which presently reads as follows: "...the men shall receive orders through their own foremen..."

IX

The Syndicate, here, asks for a closed shop. The Syndicate recognizes, however, that to all practical purposes the Employers, in accordance with article XVI of the agreement, have always given preferential employment to the members of the Syndicate. The Employers, however, object to a definite agreement concerning a closed shop. While admitting that such reason for refusing to recommend this clause is not a valid one, we believe that it would not be advisable in this case because of the serious difficulties which arose recently between the two parties. Under the circumstances, we would ask the Syndicate to leave any discussion of the matter until a later date and to renew the agreement without amending article XVI at the present time.

It was suggested by the Syndicate that a contributory pension fund be established, which fund should be administered jointly by Employer and Syndicate representatives.

We readily admit that, in principle, a contributory pension fund is desirable, but in the absence of proof to the contrary and of appropriate information, we do not believe that for the time being we should go beyond a recommendation to the parties to include in their next collective agreement a clause to the effect that, following the Syndicate's suggestion, they undertake to discuss and to put into effect, during

the life of the agreement if possible, a contributory pension plan acceptable to all concerned.

XI

Concerning the educational fund mentioned under this heading, it is our recommendation, should the Syndicate establish such fund, that the Employers agree to deduct one cent (1c.) for each hour worked from the wages of each stevedore and remit the amount thus collected to the Syndicate.

XII

The Syndicate has suggested a 20 cents an hour wage increase across the board.

After due consideration and having taken into account all the factors submitted to us, it is our opinion that the Employers should grant a 10 cents an hour increase as of this date.

We have come to this conclusion mainly because, in our humble opinion, the current differential between the wages paid to stevedores in Montreal and Quebec and those paid in Sorel, namely 38 cents and 28 cents an hour, respectively, is out of proportion and should be rectified in some measure.

Although the matter has not been brought before us, we recommend that the parties concerned sign a collective agreement for one year, effective as of this date.

All the above recommendations constitute the Board's unanimous decision.

Respectfully submitted,

ANDRÉ MONTPETIT,
Chairman.
LÉONCE PLANTE.
MARC LAPOINTE.

Dated at Montreal, this 23rd day of July 1953.

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Report of Board in Dispute between

National Harbours Board, Montreal

and

Brotherhood of Railway and Steamship Clerks, Freight
Handlers, Express and Station Employees

The Hon. MILTON F. GREGG, M.P.,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:—

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the National Harbours Board, Montreal, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was composed of Messrs. H. Carl Goldenberg, QC, Chairman, Michael Rubinstein, nominee of the Union, and K. G. K. Baker, nominee of the Employer.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report as follows:—

The dispute arises from a demand by the Brotherhood for revisions in the collective agreements between the parties. The Board has been advised that the parties have reached an understanding on a number of proposed revisions. The remaining matters in dispute are the following demands by the Brotherhood:

- (a) A five day 40-hour work week with no decrease in take-home pay, effective January 1, 1953.
- (b) A general increase of 30 cents per hour in all rates of pay, effective January 1, 1953.
- (c) A compulsory check-off of Union dues for all employees covered by the collective agreements between the parties.

The 40-Hour Week

The Union submits that the 40-hour week is now in effect in many industries, including the Canadian railways and the lake-head elevators, and that in maintaining the 44- and 45-hour week, the Employer is behind the times. The Employer submits that the high intensity of work during the navigation season, as is evidenced by the number of hours of overtime work, would make a 40-hour week impracticable during that season. Nevertheless, the Employer expressed readiness to consider the intro-

On July 16, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and National Harbours Board, Montreal.

The Board was under the Chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was K. G. K. Baker, Montreal; the union nominee, Michael Rubinstein, Montreal.

The text of the Board's Report is reproduced herewith.

duction of a 40-hour week during the non-navigation season, provided that a reasonable agreement is reached in respect of basic wage increases.

The Board recognizes the fact that the 40-hour week is becoming more widespread in industry, including public utilities, but it also recognizes the special features of the operations of the National Harbours Board. Accordingly, it recommends that at this stage the collective agreements between the parties be amended to provide for the 40-hour week during the non-navigation season, that is, from approximately the first week of December to approximately the middle of April, effective December 1953.

Rates of Pay

The Union submits that rates of pay under the existing agreements are out of line with the rates for similar operations in related industries, and, further, that the cost of living and increased productivity are additional factors warranting the proposed increase. The Employer, on the other hand, submits that existing rates are not out of line and points to a reduction of approximately 4 per cent in the cost-of-living index between December 1, 1951, and May 1, 1953.

Having examined comparable rates of pay and having regard to its recommendation that the 40-hour work week be introduced in the non-navigation season, the Board recommends as follows:—

- (a) That the duration of the collective agreements between the parties be extended to December 31, 1954;
- (b) That effective January 1, 1953, the hourly rate for employees in each of the hourly rated classifications be increased by 7 per cent, with a minimum increase of 8 cents per hour, the increase to be paid only to employees who are presently in the employ of the National Harbours Board and to those who have retired on pension during the period covered by the increase. The Board desires to point out that the said increase of 7 per cent includes a basic increase of 5 per cent and an increase of 2 per cent to compensate for the introduction in December 1953 of the 40-hour week in the non-navigation season;
- (c) That effective January 1, 1954, the hourly rate for employees in each of the hourly rated classifications be increased by an additional 2 per cent as further compensation for the introduction of the 40-hour week in the non-navigation season.

Union Dues Check-off

The Union demands a compulsory check-off of regular Union dues from all employees, whether or not they are members of the Union, on the ground that all employees are beneficiaries of Union action and should, therefore, contribute towards the expense involved. It points out further that this practice has now been introduced by the Canadian railways as well as other employers.

The Board notes that the existing collective agreements between the parties do not provide for a check-off of any kind. It notes further that in the negotiations between the same parties for the renewal of the collective agreements which terminated in 1951, the Union demanded a voluntary check-off. The Board of Conciliation appointed to consider the dispute at that time, and consisting of the same members as the present Board, recommended as follows:—

With respect to the Union's demand for a voluntary check-off of Union dues, the Board is aware that this is now a

common practice in industry and can see no reasonable objection to it. However, it is a practice which has not as yet been adopted by Crown Corporations such as the National Harbours Board. In the absence of Government policy authorizing such Crown Corporations to introduce the voluntary check-off of Union dues, the Board can only recommend that this demand be reviewed again in the light of Government policy at the termination of the renewed agreements.

The present Board is pleased to note that Government policy now authorizes the voluntary check-off. Accordingly, while it is of the opinion that the Union's current demand be reviewed again at the termination of the agreements in the light of policy and practice at that time, the Board recommends that the existing collective agreements between the parties be amended to provide for a voluntary check-off of normal Union dues which shall be irrevocable during the term of the said agreements, save that Union members may withdraw their authorization therefor within fifteen days prior to the termination date of the agreements.

The whole respectfully submitted.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) MICHAEL RUBINSTEIN,
Member.

(Sgd.) K. G. K. BAKER,
Member.

Comment by Mr. Michael Rubinstein

While concurring in the recommendations of the Board, I desire to record a difference of opinion with respect to the check-off of Union dues. The Board suggests that this matter be reviewed again at the termination of the agreements in the light of policy and practice at that time. It is my view that the Union's demand for the introduction of the Rand Formula be reviewed again before the end of this year. The reasons for introducing this Formula have been amply explained in the Union's brief, and perhaps even more clearly in the decision of Mr. Justice Rand in the Ford Motor case, 1946, and it is needless to repeat them here. In the earliest days of democratic struggles, the principle of no taxation without representation was basic. We should go a step further to make it also one of "no representation without taxation".

(Sgd.) MICHAEL RUBINSTEIN.

July 15, 1953.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Manufacturing

Paper Products—Toronto, Ont.—Bradshaw's Limited and International Printing Pressmen and Assistants' Union of North America, Local 466.

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year, subject to 60 days' notice.

Check-off: compulsory for all employees after completion of probationary period. However, when authorized the company will deduct union dues from the pay of new employees prior to the completion of the probationary period.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 3 hours in excess of 8 hours per day, double time thereafter and for work on Sunday and on 8 specified *paid holidays*. In 1953 Coronation Day is added to the list of the 8 paid holidays. Employees losing time of their own volition must make up their time in the current week before overtime rates apply.

Rest periods: female employees will be entitled to two 10-minute rest periods per shift. All employees will be allowed 5 minutes in which to wash up at the end of the shift.

Vacations with pay: one week after one year and 2 weeks after 3 years of continuous service.

Hourly wage rates: males—rotary pressman \$1.45 to \$1.90, assistant \$1.05 to \$1.40; gravure pressman and laminator operator \$1.55 to \$1.85, gravure helper \$1.05 to \$1.40, gravure assistant \$1.45 and \$1.50; aniline pressman \$1.45 to \$1.80, assistant \$1.05 to \$1.40; waxer operator \$1.32 to \$1.47, assistant \$1.05 to \$1.30; slitter operator \$1.37 to \$1.52, assistant \$1.05 to \$1.35; cutter \$1.12 to \$1.62; bag machine adjuster \$1.48 to \$1.75, operator \$1.05 to \$1.62; lathe machinist \$1.07 to \$1.62, general machinists \$1.07 to \$1.72, electro plater \$1.07 to \$1.52, rubber plate maker \$1.05 to \$1.55, shipping and receiving help \$1.05 to \$1.35, assistant shipper \$1.05 to \$1.40, truck driver \$1.25 and \$1.45, ink man \$1.05 to \$1.50; general help, plate man (apprentice) \$1.05 to \$1.30; females—75 cents to \$1.35. (The above rates are, in most cases from 3 to 20 cents per hour higher than the previous rates.)

Off-shift differential: employees working on the afternoon and night shifts will be paid 15 per cent over the regular hourly rate.

Provision is made for *seniority rights* and *grievance procedure*.

Oil Refining—Regina, Moose Jaw, Saskatoon and Rosetown, Sask.—The Hi-Way Refineries Limited and Oil Workers International Union, Local 609.

Agreement to be in effect from September 21, 1952, to December 31, 1953, and thereafter from year to year, subject to notice.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Union security: union shop.

Check-off: voluntary.

Hours: for hourly-rated employees—8 per day 5 days a week, a 40-hour week; for head office staff—7 per day Monday through Friday, a 35-hour week. **Overtime:** time and one-half for work in excess of above hours, double time for work on regularly assigned Sundays and double time and one-half on 8 specified *paid holidays* and on any other day proclaimed a holiday (also paid). Commencing April 1, 1953, hours worked by a truck driver in excess of 40 hours in any calendar week will accumulate to his credit at the rate of one and one-half hours for each hour worked until a maximum of 174 hours is reached, and at straight time thereafter. Where a truck driver works less than 40 hours in any week, each hour by which the number of hours is less than 40 shall cancel one hour accumulated at straight time in excess of 174 hours or one hour which may accumulate in the future to the credit of the driver. Within 7 days of March 31 in each year truck drivers will be paid wages at the rate of straight time for every accumulated hour remaining to their credit.

Rest periods: employees will be granted two 15-minute rest periods per day.

Vacations with pay: after one year's service two weeks; employees with less than one year's service will be entitled to one day for each month of service or fraction thereof.

Paid sick leave: every employee shall accumulate sick leave credits at the rate of one day for each calendar month, or major fraction thereof, of service. Such credits shall accumulate from the commencement of employment but employees will be entitled to sick leave with pay only after the completion of 3 months of continuous service. Employees qualifying for workmen's compensation will receive their regular rate of pay from the company but the payments made by the Workmen's Compensation Board shall become the property of the company.

Compassionate leave of absence up to 5 days will be granted to any employee in case of pressing emergency (sickness or death in employee's immediate family).

Hourly wage rates for certain classifications: maintenance department—high pressure welders \$1.75 and \$2.02, pipe fitters

\$1.75 and \$1.92, pump repairman \$1.92; carpenter insulator \$1.72; helpers, first \$1.52, second \$1.47; loaders and unloaders \$1.52, yardman \$1.40, probationary labour (30 days) \$1.20. Process department—personnel supervisor \$2.32, operator \$2.17, control man \$1.97, assistant operator \$1.85, treater man \$1.72, blender \$1.67, laboratory technicians \$1.40 to \$1.70, power engineers \$1.52 to \$1.97, junior engineers \$1.45, Rosetown stillmen \$1.50 to \$1.80, Rosetown boilerman \$1.67. Marketing department—plant cashier and accountants \$1.60 and \$1.80, warehousemen (Saskatoon and Rosetown) \$1.65, warehouseman and oilblender (Regina) \$1.70, warehouse assistant \$1.45, truck drivers \$1.55. Head office staff (per week)—clerks and typists \$37.50 to \$47.50, bookkeepers \$50 to \$65.

Off-shift differential: maintenance and process employees will be paid a shift differential of 5 cents per hour for work on the afternoon shift and of 10 cents per hour on the night shift.

Provision is made for *seniority rights, grievance procedure, the safety and health of employees and a labour-management committee.*

Construction

Carpenters—Nova Scotia—The Master Builders of Sydney, Glace Bay, New Waterford and Northside and United Brotherhood of Carpenters and Joiners of America, Locals 1588, 1645, 611 and 2348 (Cape Breton Island District Council).

Agreement to be in effect from June 1, 1953, to May 31, 1954. If either party desires to alter the terms of the agreement at its termination, 3 months' notice must be given.

Union security: the employer will employ only union members when available; no union member shall be laid off until all non-union men are laid off. If the union is unable to supply the required number of journeymen carpenters upon 2 days' notice, non-union men may be employed who will be subject to the rules and regulations of the union. Master contractors shall have the right to work on their contracts.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of 8 hours per day or 7 hours at shift work; double time for work on Saturdays, Sundays and on 8 specified holidays.

Minimum hourly wage rates: journeymen carpenters \$1.90, apprentices—first 500 hours \$1.07, second 500 hours \$1.15, second 1,000 hours \$1.23, third 1,000 hours \$1.35, and so on to \$1.73 for eighth 1,000 hours (an increase of 10 cents in each case over the previous rate). Any member of the union working for anyone other than a recognized contractor shall charge 45 cents per hour more than the above scale. A special rate of wages may be established for an employee who is handicapped. Carpenters required to work on scaffolds or structural steel 50 or more feet in height will be paid an additional 5 cents per hour for the first 10 feet above the 50-foot height and an additional 10 cents per hour for every 20 feet thereafter.

Off-shift differential: when necessary to work 2 or more shifts, men employed between 5 p.m. and 8 a.m. will receive 8 hours' pay for 7 hours' work.

Apprentices may be employed in ratio of one to 5 journeymen per job; in regard to hours, overtime and holidays they will be governed the same as journeymen.

Transportation will be mutually arranged between employer and union.

Provision is made for *grievance procedure.*

Painters—Saskatoon, Sask.—Certain employers and The Brotherhood of Painters, Decorators and Paperhangers of America, Local 1600.

Agreement to be in effect from March 1, 1953, to March 1, 1954, and thereafter from year to year, subject to notice.

Union security: union shop for new employees with maintenance of membership for all. No union employee shall work for anyone other than the employer who holds his unemployment insurance book.

Hours: from March 1 to September 1, 1953—8 per day Monday through Friday, 4 on Saturday, a 44-hour week; from September 1, 1953, to March 1, 1954, Saturday will not be included in the standard working week. *Overtime:* time and one-half for work in excess of above daily hours, double time for all work between 5 p.m. Saturday and 8 a.m. Monday. Eight specified days and any other day proclaimed by provincial or federal statute will be recognized as statutory holidays. No work shall be performed on Labour Day without special permission from the union.

Hourly wage rates: for journeymen \$1.50 (previously \$1.40) from March 1 to September 1, 1953; thereafter \$1.60. Established spray painters will receive a premium of 10 cents per hour. On all work performed from swing stages, scaffolds, bosun's chair, window jacks or safety belts over 40 feet from the ground and involving unusual hazards a premium of 15 cents per hour will be paid. Foremen and recognized charge hands in charge of more than 3 men will receive 10 cents per hour extra.

Off-shift differential: when work cannot be properly done during the regular working hours, it may be performed after such hours at single rates plus 10 cents per hour. After 8 hours, overtime rates shall apply.

Out-of-town work: men working out of town will have their fare and expenses paid. Travelling time up to 8 hours in any 24-hour period will be paid for at straight time.

Provision is made for the *settling of grievances.*

Transportation, Storage, Communication

Cartage—Province of Ontario—Hendrie and Company Limited and The Canadian Brotherhood of Railway Employees and Other Transport Workers.

Agreement to be in effect from September 1, 1952, to December 1, 1953, and thereafter until revised or superseded by mutual agreement or termination on 60 days' notice.

Check-off: compulsory for all employees coming within the scope of the agreement.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for work

in excess of the assigned hours and for work on Sundays, double time for work on 8 (previously 7) specified *paid holidays*.

Vacations with pay: employees with less than 3 years' service will be granted one week per year; after 3 years' service 1½ weeks and after 5 years' service 2 weeks per year.

Hourly wage rates: truck drivers \$1-262 to \$1-422, tractor drivers \$1-358 to \$1-512; yardmen, machinery crew (helpers), warehousemen \$1-262 to \$1-326; mechanics \$1-519, carpenters \$1-493, painters \$1-647, bodymen \$1-699, horse van drivers \$1-358, crane operator \$1-968, crane driver \$1-422, watchmen \$1-078, night loaders regular rates plus 5 cents. (The above rates are from 14-8 to 19-4 cents per hour higher than the rates provided in the previous agreement.)

Uniforms: the company will supply hats, smocks and overalls or comparable uniforms to the individual employee not oftener than every 6 months. In the case of employees with less than 3 years of consecutive service the company will bear one-half, and in the case of employees with 3 or more years' consecutive service, the full cost of such uniforms.

Provision is made for *grievance procedure* and *seniority rights*.

Grain Elevators—Fort William and Port Arthur, Ont.—*Certain terminal grain elevator companies and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 650.*

Agreement, following conciliation, to be in effect from January 1, 1953, to December 31, 1953.

Check-off: compulsory for all new employees after being in the service for an aggregate of 3 months within a year and for "all present employees except present employees not now members of the union." (Previous agreement provided for a voluntary revocable check-off.)

Hours: 8 per day Monday through Friday, a 40-hour week (previously 6 days a week, a 48-hour week). *Overtime:* time and one-half for work in excess of 40 hours per week and for work on Saturdays (except that an employee who is off work voluntarily during the week will be paid straight time for work on Saturday) and on 2 specified unpaid holidays; double time for work on Sundays and on 6 specified *paid holidays*. The above provision regarding overtime pay for work on Saturdays is retroactive to August 1, 1952. Monthly-rated employees will be paid extra at *pro rata* rates for all overtime and for work on 8 specified holidays. If meal time is not allowed at the usual time and is worked it will be paid for at the overtime rates. Except in case of emergency, no employee shall be required to work more than 11½ hours in any one shift. All employees will work such overtime as a company may deem necessary to carry out its operations, but not more than 7½ hours after 5 p.m. in any one week. No overtime shall be worked after 5 p.m. on Saturday except to finish loading a boat and then not to exceed one hour.

Vacations with pay: monthly-rated employees with one or more years of service and hourly-rated employees who have worked not less than 46 weeks in a period of 52

consecutive weeks will be granted 2 weeks or, if the vacation is taken between December 30 and March 31 of the next following year, 3 weeks.

Wage rates: for ordinary labourers, including shovellers, \$1.35 per hour; for all other classes of hourly-rated employees, including assistant weighmen, electricians' assistant, millwrights' assistants, cleaner men, bin floor men, oilers, etc. \$1.40 per hour (the previous agreement provided for \$1.02 and \$1.07 per hour, respectively; however, for some time prior to the time the present agreement was negotiated, employees were paid 10 cents per hour in excess of the wage rates set out in the agreement); hourly-rated men appointed to act in a supervisory capacity will be paid 10 cents per hour extra. Monthly-rated employees will be paid the adjusted rates of pay existing as at December 31, 1952.

Escalator clause: all employees will be paid a cost-of-living bonus of one cent per hour for each increase of 1½ points in the Dominion Bureau of Statistics' cost-of-living index above the figure for October 1, 1952. Any such increase shall be similarly reduced if the index declines. Adjustments will be made quarterly (previous agreement did not contain an escalator clause).

Off-shift differential: all employees will be paid 5 cents per hour extra for all work performed on any other than their regular day shift.

Provision is made for *seniority rights* and *grievance procedure*.

Service

Municipal Government—Trail, B.C.—*The Corporation of the City of Trail and The Trail and District Civic Workers' Union, Local 343 (TLC).*

Agreement to be in effect from February 1, 1953, to January 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Check-off: compulsory for all employees. "In no case, however, shall this prohibit or prevent the employee from joining or quitting the union if he so desires, provided such employee shall retain voting privileges with reference to ratification of collective bargaining agreements."

Hours: an average of 44 per week, except for office personnel whose hours of work will be 7½ per day Monday through Friday, 4 on Saturday; however, during the months May to October, inclusive, one-half of the office personnel shall work alternate Saturdays. *Overtime:* hourly-rated employees will be paid time and one-half for work in excess of 8 hours per day and double time for work on Sundays or the regular days off.

Statutory holidays: 7 specified recognized holidays will be *paid holidays*. All work performed on any such holiday will be paid for at double time and one-half and there shall be no deductions made in the salaries of any salaried employee on any such holiday.

Vacations with pay: 44 hours after one year, 88 hours after 2 years and 132 hours after 15 years of service.

Paid sick leave: for salaried employees one day for each month worked, but not exceeding 12 working days in any one year. Unused sick leave will be accumulative.

Municipal superannuation: upon assuming employment employees may apply, if eligible, for superannuation in conformity with the Municipal Superannuation Act of British Columbia.

Wage rates: for hourly-rated employees—labourers \$1.40, grave diggers \$2.05, helpers \$1.44, operators \$1.49 to \$1.58, repairmen \$1.62 and \$1.67, straw bosses \$1.71, tradesmen (first class) \$1.76; basic monthly rates for salaried staff—accountant \$287.80, collector clerk \$247.80, cashiers \$177.80 and \$207.80, stenographer \$177.80, stenographer clerk \$167.80, instrument man and draughtsman \$309, scales attendant \$227.80, garbage truck operator (including 9 cent garbage differential) \$309, janitor \$256.80. (The above hourly rates are 10 cents per hour and the monthly rates \$19 per month higher than the previous rates.) New salaried employees will receive an increase of \$10 per month after a 6-month probationary period (in the case of experienced new employees after a 3-month probationary period) with an annual increase of \$10 per month over a 3-year period for each year of service.

Provision is made for *seniority rights, grievance procedure* and a *joint safety committee*.

Scientific Services—Chalk River—Atomic Energy of Canada Limited and Atomic Energy Allied Council (AFL), comprising eight AFL-TLC Unions.

Agreement to be in effect from April 1, 1953, to March 31, 1955, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours, effective April 27, 1953: for day workers (except bus drivers)—8½ (previously 9) per day Monday through Friday, a 42½-hour week; for shift workers—8 per day, 6 days a week; however, in order to reduce their hours from 48 to an average of approximately 45 per week, shift workers will be allowed one extra day off for each 17 days worked. The parties will consider the implementation of the 40-hour week for day workers and the 42-hour week for shift workers in the next agreement. **Overtime:** time and one-half for work in excess of above daily hours, for work on Sundays or the alternate day of rest and, in the case of day workers, for work on Saturdays; double time and one-half for all work on 9 paid holidays.

Vacations with pay: one week after one and 2 weeks after 2 years of continuous service; employees with less than one year's continuous service will be entitled to one day after 3 months, 2 days after 4 to 5 months, 3 days after 6 to 7 months, 4 days after 8 to 9 months and one week after 10 to 12 months with pay equal to 2 per cent of their earnings. Employees with less than 3 months' service will receive 2 per cent of their earnings but they will not be given vacation leave. An employee who has completed 6 months of continuous service may

be granted up to 3 days' special leave with pay on the death of a close relative or on the marriage of the employee, if male.

Wages: effective April 27, 1953, the hourly rates were increased by an amount sufficient to maintain for employees on the shorter hours the same take-home pay as they enjoyed under the previous longer hours. The rates for certain classifications are now as follows: mechanical services—tool and die maker \$1.92, machinist \$1.68 and \$1.79, millwright \$1.69 and \$1.80, electrician \$1.72 and \$1.82, instrument mechanic \$1.61 to \$1.80, carpenter \$1.63 and \$1.74; bricklayer, maintenance mechanic \$1.56 and \$1.66; layout man (machine shop), welder \$1.66 and \$1.77; sheet metal worker, leadburner \$1.65 and \$1.76; trades helper \$1.20 and \$1.25, truck driver (heavy) \$1.48, lift tractor operator \$1.32; transportation services—automotive mechanic \$1.68 and \$1.74; bus operator \$1.33, stand by rate 67 cents; truck driver, oiler and greaser \$1.28; labour services—laundry operator \$1.25, janitor \$1.15, labourer \$1.14; general services—contamination monitor \$1.36, decontamination operator \$1.15 and \$1.23, animal attendant \$1.27, seamstress 86 cents, maid 79 cents. A lead hand is paid 10 cents per hour or 8 per cent of hourly rate, whichever is the greater, more than the rate for his classification. Effective April 1, 1954, all hourly rates will be increased by 4 cents per hour. Should any substantial raise occur in living costs, the Council may, upon 15 days' notice, be provided an opportunity to discuss the increased costs with the company.

Off-shift differential: employees on the evening shift will be paid 6 cents, and those on the night shift 9 cents per hour extra.

Welfare plans: the company agrees to pay half the cost of the Ontario Blue Cross Surgical-Obstetrical-Medical and Comprehensive Hospital Care Plan and also of the Sickness and Accident Indemnity plan of a specified assurance company.

Pension plan: the company agrees to establish a retirement plan during the term of this agreement on the following basis: each participating employee will contribute 5 per cent of his earnings and the company will contribute a like amount. Providing an employee contributes to the plan the amount which he has to his credit in the company savings fund (Retirement Fund) at the date of introduction of the pension plan, the company agrees to contribute a like amount. The actual details of the plan are to be worked out by a joint committee.

Apprentices: the two parties will establish a joint committee to develop a mutually satisfactory apprenticeship training program.

Seniority: the skill and experience of an employee and his capacity to perform the required task shall be the determining factors in all cases of transfer, promotion, and the increase or decrease in the working forces; where these are deemed equal between two or more employees seniority shall be the determining factor.

Provision is made for *grievance procedure* and the setting up of a *labour-management production committee*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of the terms of two new agreements, the repeal of one, the correction of two as well as the correction of a previous request for an amendment, and the amendment of eight others.

In addition to those summarized below, they include: a correction to the request for the amendment of the agreement for barbers and hairdressers at Trois Rivières and the correction of the agreement for metal trades at Quebec published in the *Quebec Official Gazette*, issue of June 20; the repeal of the agreement for retail stores at Coaticook and the amendment of the agreement for barbers and hairdressers at St. Hyacinthe in the issue of July 11.

Requests for the amendment of the agreements for barbers and hairdressers at Hull and retail stores at Roberval were published June 20. Requests for the amendment of the agreements for the corrugated paper box industry, for the ladies' cloak and suit industry and for the paint manufacturing industry in the province, for truck drivers at Montreal and for retail stores at Richmond were gazetted June 27; for building trades at St. Hyacinthe and at Trois Rivières in the issue of July 4. A request for a new agreement for the building trades at Montreal and requests for the amendment of the agreements for retail food stores at Quebec, for building trades at Montreal and for the building materials industry in the province were gazetted July 11; a

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June 1934.

request for a new agreement for retail stores at St. Félicien was gazetted July 18.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Bakery Products, Trois Rivières and District.

An Order in Council dated June 18 and gazetted June 27 amends the previous Orders in Council for this industry (L.G., June 1947, p. 826; Jan.-Feb. 1948, p. 51, Nov., p. 1245; Oct. 1949, p. 1246; April 1952, p. 449, and previous issues).

Minimum weekly wage rates for journeymen and apprentices, which are increased by \$3 per week, are now as follows: first baker, first pastry-cook \$48; second baker, second pastry-cook \$44; third baker and other journeymen, third pastry-cook and other journeymen \$41; apprentices from \$24 in first year to \$32 in third year.

Ladies' Cloak and Suit Industry, Province of Quebec.

An Order in Council dated June 18 and gazetted June 27 extends the previous Orders in Council for this industry (L.G., Aug. 1949, p. 987; Jan. 1950, p. 77; April 1951, p. 543; Jan. 1953, p. 97, and previous issues) to June 30, 1954.

Sheet Metal Manufacturing, Montreal.

An Order in Council dated June 30 and gazetted July 11 extends the previous Order in Council for this industry (L.G., Aug. 1952, p. 1084) and another published in the *Quebec Official Gazette*, December 20, 1952, to August 1, 1953.

Construction

Building Trades, Montreal.

An Order in Council dated June 18 and gazetted June 27 extends the previous Orders in Council for this industry (L.G., June 1952, p. 781; March 1953, p. 432, April, p. 582, May, p. 728, June, p. 886) to October 1, 1953.

Another Order in Council dated June 30 and gazetted July 11 further amends the previous Orders in Council for this industry by the addition of a Part "D" governing *plasterers* to be in effect until April 1, 1955. New working conditions for this trade are now as follows:—

Plasterers

Overtime: double time for work between 10 p.m. and 8 a.m. and on Saturdays. (General conditions of the main agreement provide time and one-half for work in excess of regular hours and between 10 p.m. and 8 a.m.; double time on Sundays and holidays.)

Minimum hourly wage rate for journeymen plasterers for a regular work week of

40 hours is \$2 (an increase of 10 cents); rates for apprentices range from 50 to 85 per cent of journeymen's rates.

Other provisions include compensation of at least two hours' pay at regular rates for plasterers and apprentices who report to work at the request of their employer or to continue work in progress and who are notified that, for reasons beyond his control, no work may be performed; compensation for travelling time is also provided.

With the exception of the working conditions outlined above the general conditions of the main agreement continue to apply.

Structural Iron Industry (Erectors), Province of Quebec.

An Order in Council dated June 18 and gazetted June 27 extends the previous Orders in Council for this industry (L.G., Jan. 1952, p. 481; June 1953, p. 886) to September 1, 1953.

Building Trades, St. Jérôme.

An Order in Council dated June 30 and gazetted July 11 amends the previous Orders in Council for this industry (L.G., Jan. 1952, p. 56, April, p. 453, June, p. 782; June 1953, p. 911, and previous issues).

Minimum hourly wage rates for certain classifications in the county of Terrebonne are ten cents per hour higher as follows: bricklayer, mason (including cutter on the job) \$1.55; carpenter-joiner \$1.40; plasterer \$1.35; labourer \$1; plasterer's, bricklayer's and mason's helpers \$1.10.

A new scale of minimum rates for certain classifications in the county of Labelle is included as follows: carpenter-joiner \$1.25; labourer 90 cents; carpenter \$1.15; painter \$1.10; watchman (night and day) \$25 per week. (The above rates in the county of Labelle are ten cents per hour higher for carpenter-joiner and labourer, unchanged for watchmen, and the classifications carpenter and painter are included for the first time.)

Minimum rates for apprentices with the exception of those engaged in the structural iron industry, etc., are increased by ten cents per hour.

Building Trades, Quebec District.

An Order in Council dated June 30 and gazetted July 11 makes binding the terms of a new agreement between "L'Association des Constructeurs de Québec"; The Corporation of Plumbing and Heating Contractors of the Province of Quebec (Quebec and District Section); The Corporation of Master Electricians of the Province of Quebec (Quebec and District Section); and "Le Conseil des Métiers de la Construction des Syndicats catholiques nationaux de Québec, inc." Agreement to be in effect from July 11, 1953 until April 30, 1954, thereafter from year to year, subject to notice.

Industrial jurisdiction: it applies to all construction, building and engineering operations including bridge construction operations carried out for the Public Works Department. It also governs all operations of the ornamental iron and bronze trades as well as tinsmith-roofers both on the job or in the shop. It does not apply to cities, towns and municipal corporations in as much as repair or maintenance work on their own

buildings is concerned, as well as construction, rebuilding or maintenance work on aqueducts, sewers, etc., and other works of a similar nature performed under their immediate control. However, the agreement applies to contractors or subcontractors carrying on the same operations on their behalf or by the job for the said cities, towns, etc. It does not apply to steam railroad companies in the case of operations performed by the maintenance men of the system already covered by a collective agreement with the companies; it does not apply to road operations carried out for the Roads Colonization or Mines Department of the provincial Government; to mining operations including operation and maintenance of all shops in connection therewith, nor to logging operations as well as the operations of pulp, paper and sawmills.

Territorial jurisdiction comprises the city of Quebec the counties of Quebec, Portneuf, Montmorency, Charlevoix, Lévis, Lotbinière, Dorchester, Mégantic, Beauce, Bellechasse, Montmagny, L'Islet, Kamouraska, as well as the city of Rivière-du-Loup and the municipalities of Notre-Dame-du-Portage and St. Antonin of the county of Rivière-du-Loup. It is divided into three zones: Zone I, the cities of Quebec, Lévis, Lauzon, Sillery and the towns of Saint-Foy, Château-d'Eau, Quebec-West, Charlesbourg, Beauport, Montmorency, Courville and the municipalities of St. Romuald d'Etchemin, St. Téléphore, Charny, and other neighbouring municipalities, as well as the city of Thetford Mines and the town of Black Lake; Zone II, the city of Rivière-du-Loup and the following municipalities of the county of Charlevoix: La Malbaie, Pointe-au-Pic, Cap-à-l'Aigle, Clermont and within a radius of two miles of their limits; Zone III, the territory not included in the preceding two Zones. (The previous agreement included the territory comprising the town of Rimouski and the counties of Témiscouata and Matane which are now governed by the new agreement for the building trades at Rimouski; the county of Charlevoix is added to the territorial jurisdiction of the present agreement.)

Hours: Zone I—8 per day, Monday through Friday, 4 on Saturday, 44 per week for skilled workers; 48 per week for labourers; Zones II and III—48 per week. It is permissible to work 9 hours per day during the summer months providing the number of working hours at regular rates do not exceed the weekly totals shown above, and providing no work is done on Saturday afternoons; 9 per day, 54 per week for truck drivers employed directly by contractors. (The above hours are unchanged from those previously in effect.) However, in the construction of streets, roads, etc. weekly hours are reduced from 60 to 55 per week without daily limitation. Provision is made for shift work.

Overtime: time and one-half till midnight; double time between midnight and 7 a.m., on Sundays and any of 9 specified holidays. On street, road construction, etc., overtime rates are applicable only for work in excess of 55 hours per week. (Overtime provisions are unchanged.)

Minimum hourly wage rates in Zones I, II and III are increased by 5 cents per hour with the exception of those rates for enginemen (stationary and portable), tile and marble layers, junior journeymen tile

and marble layers and terrazzo polishers (dry) which are now 10 cents per hour higher. New minimum rates for certain classifications are now as follows: bricklayers, plasterers, masons, stonecutters (on construction) \$1.65 in Zone I, \$1.40 in Zone II, \$1.30 in Zone III; carpenter-joiner, tinsmith-roofer, chief operator (steel wool insulation, blower method), asbestos insulation mechanic, tile and marble layers \$1.45 in Zone I, \$1.30 in Zone II, \$1.20 in Zone III; labourer, mortarmaker, plaster pourer, hod carrier, helper (steel wool insulation blower) \$1.10 in Zone I, 95 cents in Zone II, 85 cents in Zone III; painter, terrazzo layer \$1.40 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; joint pointer, cement finisher, carpenter (junior journeyman), reinforcing steel erector \$1.35 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; ornamental iron and bronze worker (mechanic or blacksmith) \$1.40 in Zone I, \$1.30 in Zone II, \$1.20 in Zone III; terrazzo polisher (dry), drill operator \$1.30 in Zone I, \$1.15 in Zone II, \$1.05 in Zone III; terrazzo polisher (wet) \$1.25 in Zone I, \$1.10 in Zone II, \$1 in Zone III; truck drivers 85 cents per hour (\$40 per week) in Zone I, \$1.05 in Zone II (exclusive of Rivière-du-Loup), 95 cents in Zone III (exclusive of those areas of Charlevoix county included in Zone II). Minimum rates for watchmen (night and day, Sundays and holidays) 72 hours per week remain unchanged at 75 cents per hour in Zones I and II, 70 cents in Zone III. Minimum weekly rates for permanent employees are as follows: Zone I—journeymen (skilled workers) \$52, Zones II and III—\$47; Zone I—labourers \$39, Zones II and III—\$38; in Charlevoix county (Zones II and III) skilled workers \$50, labourers \$42 per week. (The provision *re* Charlevoix county is new; other rates for permanent employees are unchanged.) All workers living in Zone I and working in Zones II and III will be paid the rates of Zone I; employees living in Zone II and working in Zone III will be paid the rates of Zone II.

Vacation with pay: one week with pay equal to 2 per cent of weekly wages to all construction employees.

Other provisions of this agreement include regulations governing apprenticeship conditions and travel and board expenses.

Pipe Mechanics and Electricians

Special provisions governing pipe mechanics and electricians are as follows:—

Industrial jurisdiction governs all operations in the construction, repair, installation of pipe, plumbing and heating systems, and electrical installations and equipment as defined in chapters 173 and 172, respectively (Revised Statutes of Quebec, 1941).

Hours: Zone I, 44 per week; Zones II and III, 48 per week. Workers employed on contracts carried out at the Canadian Arsenal Limited may work 9 hours per day, Monday through Friday, at regular rates, all year round. Provision is made for double shift system.

Overtime: time and one-half between 6 p.m. and midnight; double time between midnight and 7 a.m.

Minimum hourly wage rates: contractors (personal services)—pipe mechanics (plumbers, pipe fitters, refrigeration, oil burner), electricians \$2.20 in Zone I, \$1.85

in Zone II, \$1.75 in Zone III; journeymen pipe mechanics (plumbers, etc.), journeymen electricians, pipe welders \$1.45 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; junior journeymen pipe mechanics (plumbers, etc.) first year \$1.30 in Zone I, \$1.10 in Zone II, \$1 in Zone III. (The above rates are 10 cents per hour higher than those previously in effect for contractors (personal services), and 5 cents per hour higher for other workers in Zone I; in Zones II and III rates are unchanged.)

Vacation with pay: one week, each year, with pay equal to 2 per cent of wages earned during the first 44 hours of work each week.

Unless otherwise stipulated the general clauses of the main agreement also apply to the trades governed by this section.

Another Order in Council dated July 8 and gazetted July 18, corrects the previous Order in Council for this industry, summarized above, by replacing the name "St. Charles-de-Charlesbourg" by the name "d'Orsainville" in Zone I of the territorial jurisdiction.

Building Trades, Rimouski.

An Order in Council dated July 8 and gazetted July 18 makes obligatory the terms of a new agreement for this industry between "L'Association des Constructeurs du Bas St-Laurent inc." and "Le Syndicat Catholique des Métiers de la Construction de Rimouski, inc." Agreement to be in effect from July 18, 1953, until April 30, 1954, thereafter from year to year, subject to notice.

Industrial jurisdiction is similar to that shown above in the agreement governing the building trades for the district of Quebec.

Territorial jurisdiction comprises the counties of Rivière-du-Loup (excluding the city of Rivière-du-Loup and the municipalities of Notre-Dame-du-Portage and St. Antonin), Témiscouata, Rimouski, Matane and Matapédia. It is divided into three zones as follows: Zone I, the town of Rimouski and the municipalities of N.-D. du Sacré-Cœur, Rimouski-Ouest (Ste-Odile), Rimouski-Est (St. Yves); Zone II, the towns of Mont-Joli and Matane; Zone III, territory not included in preceding two zones. (The above territory, with exception of the county of Matapédia, formerly governed by the agreement for the building trades, district of Quebec.)

Hours: 9 per day, 5 on Saturday, 50 hours per week. Provision is made for shift work.

Overtime: time and one-half between 6 p.m. and midnight; double time between midnight and 7 a.m. and on Sundays or any of 8½ specified holidays.

Minimum hourly wage rates for certain classifications are as follows: bricklayer, mason, plasterer, stonecutter (on construction job) \$1.45 in Zone I, \$1.40 in Zone II, \$1.30 in Zone III; carpenter-joiner, tinsmith-roofer, ornamental iron and bronze (mechanic or blacksmith), chief operator (steel wool insulation blower), asbestos insulation mechanic \$1.35 in Zone I, \$1.30 in Zone II, \$1.20 in Zone III; carpenter-joiner (junior journeyman one year), joint pointer, cement finisher, painter, reinforcing steel erector, tile, marble and terrazzo setters \$1.30 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; tinsmith-roofer (junior journeyman, one year), ornamental iron and bronze (junior

journeyman, one year), floor scraper, polisher, etc., assistant operator (steel wool insulation blower), shovel, tractor or crane operators \$1.25 in Zone I, \$1.20 in Zone II, \$1.10 in Zone III; labourer, mortarmaker, plaster pourer, hod carrier, mixer or compressor operator (under 7 cubic feet) \$1 in Zone I, 95 cents in Zone II, 85 cents in Zone III; watchmen (night and day) maximum 72 hours per week 80 cents in Zones I and II, 75 cents in Zone III; truck drivers employed directly by contractors 85 cents per hour (\$40 per week) in Zone I only. Employees living in Zone I and working in Zones II or III will be paid the rates of Zone I; those living in Zone II and working in Zone III will be paid the rates of Zone II.

Vacation with pay: all construction workers are entitled to one week's vacation with pay equal to 2 per cent of weekly wages.

Other general provisions of this agreement include regulations governing apprenticeship conditions and travel and board expenses.

Permanent Employees

This agreement also provides working conditions for permanent employees (main-

tenance workers) in public buildings, industrial or commercial establishments. However, new construction, reconstruction or reinstallation of any unit, in any building, will not be maintenance work. It will not apply to those permanent maintenance workers who are governed by the terms of a private collective agreement. Working conditions are as follows:—

Hours: 48 per week without daily limitation.

Minimum weekly wage rates: Zone I, journeymen (skilled workers) \$47; labourers \$39; Zones II and III, journeymen \$43, labourer \$38.

Vacation with pay: one week with pay to all employees with one year of continuous service for the same employer. Vacation may be replaced by a compensating bonus, if through circumstances beyond his control an employer cannot give said vacation to his employees.

Other provisions governing permanent workers include regulations covering board and lodging as well as sick leave pay.

Full Employment Sparks Mobility—U.K. Survey

Full employment promotes labour mobility, the findings of an inquiry in England and Wales indicate.

A sample survey of the population of male workers aged 18 and over in 1945-49, averaging 14.5 million, shows that 11 million changes of occupation, industry, town or region, or changes brought about by sickness, injury, unemployment or service with the armed forces, were experienced.

In 1930-34, with a male working population only slightly less,* 6.5 million changes were experienced.

The 1945-49 figure includes about 6.5 million occupational changes and about 5.5 million changes of industry.

In 1950, the rate of occupational change had dropped to about nine per cent of workers per annum, the same as in 1949, it is noted, and this may be the normal rate of change for the next few years.

The frequency with which changes of occupation are made is mainly the result of a great many workers moving comparatively seldom. The average number of changes made by the men in the sample over their whole working lives was three. A third of them had had four occupations or more.

Geographical change was limited mainly to change from one town to another in the same area. Half the sample had worked in one town only throughout their working lives and a further quarter in two towns only. Only about 21 per cent had worked in more than one region.

Changes have largely been self-compensating, it is stated. In most occupations and industries, losses in one direction have been balanced by gains in another.

The survey was carried out by the Social Survey Division of the Central Office of Information at the request of the Ministry of Labour and National Service to discover the frequency and character of changes of occupation, industry and locality among the employed population of England and Wales; to compare recent rates and patterns with previous ones and ascertain the factors associated with change; and to suggest to what extent future movements of labour could be foreseen or guided.

Also discussed in the report is job turnover, defined as movement from one employer to another, which may or may not involve a change of occupation. It is concluded that the greater part of change of occupation and industry is only incidental to change of employer.

*Including the unemployed.

Labour Legislation in Manitoba, 1953

Fair Employment Practices Act enacted by Manitoba Legislature at this year's session; will be administered by Department of Labour. Workmen's Compensation Act and Fair Wage Act among those amended

The Manitoba Legislature at its 1953 session, held from February 24 to April 18, enacted a Fair Employment Practices Act, to be administered by the Department of Labour. Applying to employers with five or more workers and to trade unions, it prohibits discrimination in regard to hiring and employment and in regard to trade union membership by reason of race, national origin, colour or religion.

Following a legislative inquiry into the Workmen's Compensation Act, the Act was amended to incorporate many of the changes recommended by the committee, including an increase from 66½ to 70 in the percentage rate of earnings used in computing compensation.

Minor amendments were made to the Hours and Conditions of Work Act, the Remembrance Day Act, the Vacations with Pay Act, the Fair Wage Act, the Minimum Wage Act and the Shops Regulation Act. The 1945 Licensed Practical Nurses Act was replaced by a new Act, making certain changes which experience had shown to be desirable.

Fair Employment Practices

The Fair Employment Practices Act, which forbids discrimination on the part of employers in regard to employment and on the part of trade unions in regard to membership, by reason of race, national origin, colour or religion, is a type of law new in Canada. Ontario enacted a Fair Employment Practices Act in 1951 and a federal Act, applying to all undertakings within the jurisdiction of Parliament, provided five or more persons are employed, went into effect on July 1, 1953.

The Manitoba Act, which went into force on April 18, like the Ontario and federal Acts, applies to all employers with five or more employees. Domestic servants in private homes are excluded. Neither does the Act apply to any organization or corporation which is operated for exclusively charitable, philanthropic, educational, fraternal, religious or social purposes or to foster the welfare of a racial or religious group and not for private profit.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Designed to provide equality of opportunity in employment, the Act makes unlawful certain positive acts of discrimination. An employer is forbidden to refuse to employ or to continue to employ, or otherwise to discriminate against, any person in regard to employment or any term or condition of employment because of race, national origin, colour or religion, *unless the refusal is based upon a bona fide occupational qualification*. The italicized words were added in passage. An employer is also forbidden to use an employment agency which practises such discrimination.

With regard to trade union membership, the Act forbids a trade union to exclude any person from full membership because of his race, national origin, colour or religion, or, for any of these reasons, to expel, suspend, or otherwise discriminate against any of its members, or to discriminate against any person in regard to his employment by any employer.

Any limitation, specification or expression of preference as to race, national origin, colour or religion in an advertisement in connection with employment is prohibited, subject to the same qualification contained in the federal Act, that a specification or preference which is based upon a *bona fide occupational qualification* is permitted.

The Act is administered by the Minister of Labour through an officer in the Department designated as the Director. A person who feels that he has been discriminated against may make a complaint in writing to the Director, who will assign an officer of the Department or some other person to inquire into the complaint and to try to settle the matter. If he is unsuccessful, the Minister, on the recommendation of the Director, may set up an industrial inquiry commission of one or more persons, with the powers of an industrial inquiry

commission appointed under the Manitoba Labour Relations Act. If the commission, after investigating the complaint and hearing all the parties, finds that the complaint was a valid one, it must recommend to the Minister the course which should be taken, which may include reinstatement, with or without compensation for loss of earnings. When the Minister receives the recommendations of the commission, he is required to furnish a copy to each of the persons affected and he may publish the report if he sees fit. He may then issue whatever order he thinks necessary to carry into effect the commission's recommendations.

The order issued by the Minister is not final but may be appealed within 10 days to the Court of Queen's Bench. The decision of the judge is then final and not subject to further appeal. A person affected by an order of the Minister must comply with it unless it is set aside by an appeal.

The right of an aggrieved person to take court action regarding alleged discrimination is retained. As introduced, the Bill permitted an aggrieved person to seek redress both by court action and by making written complaint to the Director but provided that court action was to take priority over the conciliation procedure laid down in the Act. If a person had commenced court proceedings, he could not make a complaint until the court case was concluded and if, before going to court, he had made a complaint, action on the complaint could not be proceeded with until the court case was settled. As passed, the Act states that the person must choose between entering upon court proceedings and making a complaint to the Director.

Fines up to \$100 for an individual and up to \$500 for a corporation, trade union, employers' organization or employment agency may be imposed, on summary conviction, for a contravention of the Act. In addition, an employer convicted of having suspended, laid off, transferred or discharged an employee contrary to the Act may be required by the court to reinstate him and pay him the equivalent of the wages he would have earned had he not been suspended, laid off, transferred or discharged. A prosecution for an offence under the Act may be instituted only with the written consent of the Minister.

The Act protects a person who lays a complaint from retaliatory action. It forbids an employer or trade union to discharge, expel, or otherwise discriminate against any person because he has made a complaint, given evidence or assisted in

any way in respect of the initiation or prosecution of a complaint or other proceeding under the Act.

The Minister is given authority to undertake such inquiries and other measures as appear advisable to him to promote the purposes of the Act.

Workmen's Compensation

Most of the recommendations of the Special Select Committee of the Legislature appointed last year to inquire into and report upon the adequacy of the Workmen's Compensation Act and its administration were adopted by the Legislature at its 1953 session. These recommendations, made by the Committee after hearing representations and receiving briefs from interested persons and organizations, were 23 in number and proposed various amendments to the Act and certain administrative changes. Of primary importance were the recommendations for an increase in the percentage rate of compensation for disability, for the payment of all widows, irrespective of when they were awarded compensation, at the present rate of \$50 a month, and for higher monthly payments for children dependants. In line with the 1952 British Columbia Sloan Report, the Committee recommended that an advocate be appointed to represent the workman in cases where he is not satisfied with the disposition of his claim.

The amendments went into effect when they were assented to on April 18.

The rate of compensation for disability was increased from 66 $\frac{2}{3}$ per cent to 70 per cent of average earnings. The same rate applies with respect to the compensations payable in death cases. The maximum amount of compensation which may be paid, exclusive of the allowance for burial expenses and of the lump sum of \$100 paid to the widow, is now 70 per cent of the workman's average monthly earnings. The percentage rate in Manitoba is the same as that in effect in British Columbia and Quebec; in four provinces, Alberta, Ontario, Prince Edward Island and Saskatchewan, the rate is 75 per cent; in the remaining three provinces, the rate is 66 $\frac{2}{3}$ per cent. No change was made in the wage ceiling, which remains at \$3,000 a year.

The maximum amount allowed for burial expenses was increased from \$150 to \$200, the amount payable in five other provinces, and the limitation of \$100 formerly placed on the amount to be spent by the Board for transporting the body to the workman's usual place of residence was removed. The Board is now authorized to pay the total

cost of transporting the body of a workman killed in Manitoba to his home in the province or to any other place in the province approved by the Board. Where the body has to be moved for burial either to or from a point outside the province, the Board may, in its discretion, pay part of the necessary expenses.

In recommending that the monthly payments of all widows receiving compensation according to earlier scales of benefit should be brought up to the present level of \$50 a month, the Legislative Committee followed the example set by the Alberta Legislature in 1952 after a similar inquiry. It was enacted that, from April 18, 1953, any invalid widower or widow receiving compensation, irrespective of when the accident occurred or of the date of the award of compensation, should receive whatever additional sum is necessary to bring his or her monthly payment up to \$50 and the sums necessary to pay the increased pensions are to be levied and collected from employers within Part I of the Act.

A substantial increase was provided for in children's allowances. For those in the care of a remaining parent the monthly pension was raised from \$12 to \$20 and for orphans from \$20 to \$30. These allowances are payable to the age of 16.

The maximum and minimum limits placed by the Act on the total amount of compensation payable to dependants in death cases were also increased. As noted above, the maximum was increased from 66½ per cent of the workman's average monthly earnings to 70 per cent. The minimum compensation payable to a dependent widow and one child was raised from \$12.50 a week to \$70 a month, and to a widow and two or more children, from \$15 a week to \$90 a month.

A change was made with respect to vocational training which the Board has authority to provide in order to prepare an injured workman for another occupation to which he may seem adapted and which is likely to increase his future earning capacity. In accordance with the Committee's recommendations, the cost of such vocational training is no longer to be taken from the reserve set aside for the workman's compensation but is to be borne by the Board. For this purpose, the Board was authorized to spend up to \$10,000 a year. In the Acts of all provinces except Alberta, British Columbia and Saskatchewan, a limit is placed on the Board's annual expenditure for rehabilitation work, varying from \$5,000 a year in Prince Edward Island to \$100,000 in Ontario and Quebec.

Several amendments, also incorporating recommendations of the Committee, make the benefits of the Act applicable to more persons. As in Alberta, British Columbia and Saskatchewan, a common-law wife may now receive benefits under the Act. If there is no widow, a common-law wife may, at the discretion of the Board, be paid the compensation normally granted to a widow if she lived with the workman during the entire period of the three years immediately preceding his death. Her compensation payments cease if she marries. Clerical workers not exposed to the hazards incident to the employment who were formerly excluded from the Act may now be brought under the Act by application of the employer, if approved by the Board.

Members of the employer's family are, as before, covered by the Act only if an application is made by the employer to have them brought within it. An amendment makes it clear that the members of the employer's family, referred to above, are those who are employed by him and are members of his household.

An amendment was also made to the section of the Act which lays down the conditions under which compensation is payable for an accident which occurs outside Manitoba. The amendment provides that members of a fire brigade or other municipal employees who are residents of Manitoba and whose work is normally performed within Manitoba are eligible for compensation for an accident which occurs when their duties take them outside the province.

The definition of "learner" was amended. "Learners" were brought under the Act in 1950 and since that time have been brought under the Acts of four other provinces. A "learner" is now defined in the Manitoba Act as a person not under contract of service who becomes subject to the hazards of an industry within the scope of Part I for the purpose of undergoing training or probationary work as a preliminary to employment. The words restricting the training or probationary work to that "specified or stipulated by the employer" were struck out.

Another amendment which liberalized the terms of the Act had to do with compensation for hernia. Compensation is payable for hernia caused by a strain or other accident arising out of employment, provided certain conditions are fulfilled. It is also payable in the case of a pre-existent hernia which becomes strangulated as a result of an industrial strain or accident.

An amendment, recommended by the Committee, permits the Board to pay compensation for the aggravation of a pre-existing hernia. In such a case the Board may, in its discretion, order payment of the claim or part of the claim.

With respect to the medical treatment provided for the worker by the Board, the Act now authorizes the Board to refer a workman to a chiropractor or osteopath for treatment if it considers such treatment advisable. Formerly, such treatment could be given only on the request of the injured workman.

An amendment was made to the section of the Act which provides for a deduction from compensation of any payment, allowance or benefit which an injured workman may receive from his employer and for the reimbursement of the employer from the Accident Fund for any amount so paid. Before being amended, the section referred to "any payment, allowance or benefit which the workman may receive from his employer during the period of his disability, including any pension, gratuity or other allowance provided wholly at the expense of the employer". Practically the same wording is found in the Acts of all provinces but Ontario and Saskatchewan. The new wording, following that of the corresponding section in the Ontario and Saskatchewan Acts, replaces the phrase "during the period of his disability" with the phrase "in respect of the workman's accident" and the reference to a pension provided wholly by the employer is removed.

Two administrative changes were made, one of which provides for the appointment of an officer of the Manitoba Department of Labour to assist an injured workman at his request in preparing and presenting his case in a review made by the Board, when he is not satisfied with the original disposition of his case. The Committee suggested that this officer should act in a similar capacity to the pensions advocates employed by the Department of Veterans Affairs to give help to veterans in making a claim for pensions before the Canadian Pension Commission.

A further provision requires the two members of the Board, other than the chairman, to be appointed for a five-year term but permits them to be re-appointed for a further term or terms. All members of the Manitoba Board must retire at the age of 75 unless the Lieutenant-Governor in Council directs otherwise.

Payment of Overtime

An amendment to the Hours and conditions of Work Act regulates the payment of overtime in the week in which Remembrance Day occurs. The day is observed as a statutory holiday by virtue of the Remembrance Day Act and work for gain or reward is prohibited except in certain essential services.

The Act limits daily and weekly hours to eight and 44 for women and eight and 48 for men unless time and one-half the regular rate is paid after those limits. By the 1953 amendment, an employer is not required to pay overtime rates for extra time worked in the week in which Remembrance Day occurs unless the employee is required to work more than 11 hours in a day or more than the maximum weekly hours fixed by the Act. This provision does not apply if Remembrance Day falls on a Sunday or on another day on which the employee would not normally be at work.

A further amendment extends the coverage of the Act. Since its enactment in 1949 the Act has applied to the chief industrial centres of the province, namely, Winnipeg and environs, Brandon, Portage la Prairie, Flin Flon and Selkirk. Coverage now extends to the local Government Districts of Snow Lake and Lynn Lake, two mining communities in Northern Manitoba.

Prohibition of Work on Remembrance Day

Two amendments were made to the Remembrance Day Act. One exempts entirely from the Act the publication of newspapers, including all work for their preparation, printing and distribution. Formerly, the publication of newspapers was included in the list of essential services permitted to be carried on on Remembrance Day but only as regards work done after 1 p.m. for the preparation of regular editions for the next day.

Since it was passed in 1951, the Act has required compensatory time off without loss of pay to be granted within 30 days either before or after November 11 to any employee other than a watchman, furnace tender or janitor who is required to work on Remembrance Day (under permit from the Minister of Labour). The second amendment provides that compensatory time off with regular pay within 30 days is to be granted only in the case of employees who are paid at their regular rate for working on the holiday.

Vacations with Pay

The Vacations with Pay Act was amended to provide for cases where an employer loses the employee's vacation stamp book. Since 1948 a stamp system of holiday pay credits equivalent to two per cent of the wages earned in each regular pay period has been in effect in Greater Winnipeg for workers in the construction industry.

The amendment provides that, if an employer accepts the employee's vacation stamp book for safekeeping, he must return it to the employee on demand. If he is unable to do so because of loss, misplacement or any other reason, he must, within a week of the employee's request, issue a new book containing the amount of vacation pay stamps affixed to the book at the time it was deposited with him and all credits subsequently earned by the employee.

Changes in Fair Wage and Minimum Wage Acts

As the result of a 1953 amendment, the Fair Wage Act now provides that an employer must keep a register showing the name, address and classification of each employee and his wage rate, actual earnings and daily hours worked during the previous 12 months and must permit examination of the register by the Fair Wage Board or any officer of the Department of Labour. The Act formerly authorized the Minister of Labour to require a contractor to file a monthly list showing the names, wage rates, wages paid, and wages due and unpaid and to certify to its correctness upon oath.

The Minimum Wage Act was also amended with respect to the special permits issued by the Minister of Labour to an employer upon application authorizing employment of handicapped, inexperienced or part-time workers or of apprentices, or authorizing employees to work overtime. These permits may now be subject to such conditions as the Minister may prescribe instead of, as formerly, the conditions prescribed by the Minimum Wage Board with the approval of the Lieutenant-Governor in Council.

Under both the Fair Wage Act and the Minimum Wage Act, only maximum penalties for breach of the Acts are now laid down. Minimum penalties were removed. For violation of the Fair Wage Act a maximum fine of \$100 or imprisonment up to three months is provided for while under the Minimum Wage Act a maximum fine of \$300 and/or six months' imprisonment may be imposed. The term allowed within

which notice of an appeal against a conviction must be given under either Act was reduced from 30 days to 10 days.

Closing of Shops

The Shops Regulation Act was amended to empower the administrator of a local government district to pass a by-law to regulate the hours of closing of shops. The Act already makes it mandatory on a council of a city, town, village, municipal district or rural municipality to pass a by-law requiring the closing of any particular class or classes of shops at specified times and hours within a month after receiving a petition signed by three-fourths of the occupiers concerned.

Licensing of Practical Nurses

A new Licensed Practical Nurses Act replaces the Act passed in 1945. Manitoba was the first province to enact a law providing for the licensing of practical nurses; four other provinces have since passed similar Acts.

The new Act provides for the licensing and registration of practical nurses and prohibits unlicensed persons from practising as practical nurses in the province. Wherever a medical practitioner so requires, the services of a practical nurse may be performed only under the supervision of a registered nurse and, if the practical nurse is employed in a hospital or other institution, she must be supervised by a registered nurse at all times.

The Act is administered by the Minister of Health and Public Welfare through an advisory council composed of the Deputy Minister of Health, the Registrar-Consultant appointed under the Act, who acts as secretary of the Council, the Director of Public Health Nursing and 10 other members appointed by the Lieutenant-Governor in Council. Included in the membership are representatives of the medical profession, the Manitoba Association of Registered Nurses, the Associated Hospitals of Manitoba, and the Manitoba Association of Licensed Practical Nurses.

The Minister is given authority to establish one or more schools for the training of student practical nurses or to sanction the establishment of a school for that purpose by a hospital or other institution. Formerly, only one central training school was provided for. No such school may be carried on without the approval of the Minister and the Lieutenant-Governor in Council.

Where a school is established by the Minister, such teaching staff as he may deem necessary or advisable may be

appointed as provided in the Civil Service Act. The Minister must give written approval for the employment of any teacher in any other approved school.

The function of the advisory council is to advise the Minister regarding the establishment and staffing of schools, to prescribe the curriculum of studies and program of training, to determine the length of time to be spent in obtaining clinical experience and to arrange with hospitals to provide such experience, to prescribe the examinations to be taken by persons applying for a certificate of qualification, to issue licences, and to suspend, revoke or cancel licences and certificates of qualification. The council must also consider and investigate any complaint made against a licensed practical nurse and decide whether or not there are grounds for suspending, revoking or cancelling her certificate of qualification or licence.

It is the responsibility of the Registrar to keep a register of all duly enrolled and licensed practical nurses and of all student practical nurses, to exercise general supervision over approved schools, and, at the request of the council, to inspect any school or hospital.

The Act now provides for the issuing of a certificate of qualification on the successful completion of the course of training. A person to whom a certificate has been issued may, on payment of the prescribed fee, apply to the registrar for registration of the certificate and for enrolment in the register.

A person who is 21 years of age, who holds a registered certificate of qualification and who has had the required clinical experience may apply for and be granted a licence, on payment of the prescribed fee. A new provision authorizes the Council to issue a licence to a person who furnishes proof of having equivalent qualifications to those prescribed in the Act for a certificate but the council may require such an applicant to take a supplementary course of training. A special licence may also be issued to a person otherwise qualified but

who is under 21 years old. All licences expire on December 31 and are renewable on payment of a fee.

Credit Unions

An amendment to the Credit Unions Act provides for a new central credit union organization composed of the present central organization, the Cooperative Credit Society of Manitoba Limited, and any other similar organization which may be incorporated and approved by the Lieutenant-Governor in Council.

One of the objects of credit union societies is to make loans to their members for provident or productive purposes. By a further amendment, a loan of not more than \$200 may be made without security, rather than \$100, as before.

With respect to fees, the amendment authorizes the Lieutenant-Governor in Council to make regulations prescribing a schedule of fees to be paid to the Government by credit union societies and fixing the time and manner of payment. Fees are payable to the Minister of Agriculture for remittal to the Provincial Treasurer.

Bill Not Passed

A private member's bill which sought to amend the Hours and Conditions of Work Act, similar to one introduced last year, was defeated on the vote for second reading. It would have provided for a maximum work-week of 40 hours for workers of both sexes unless time and one-half was paid for work performed after this limit. The amendment would also have required the payment of double time rates instead of time and one-half for work done on a general holiday.

A further amendment sought to change the weekly rest provisions. The Act at present exempts from the weekly rest requirement watchmen, janitors and firemen who live in the building in which they are employed unless the nature of their work is such that it cannot reasonably be performed within an average of 10 hours of actual work each day. The amendment would have changed the 10 hours to eight hours.

N.B. Local Celebrates 50th Anniversary

The 50th anniversary of the Saint John Printing Pressmen and Assistants' Union No. 36 was observed at the beginning of April at a banquet in Saint John, N.B.

The special speakers were: Hon. A. E. Skaling, provincial Minister of Labour, and James A. Whitebone, a Vice-President of the Trades and Labour Congress of Canada. Chairman at the banquet was Joseph A. Dever, President of the local.

Legal Decisions Affecting Labour

Supreme Court of Canada upholds contempt of court sentences imposed on B.C. woodworkers for refusing to obey anti-picketing injunction. British Columbia court rules interprovincial pipe line not subject to provincial law; municipal board must carry out arbitration award

The Supreme Court of Canada upheld the British Columbia courts in imposing a sentence for contempt of court on members of the woodworkers' union for refusing to obey an anti-picketing injunction.

In an action arising out of the filing of a mechanic's lien, the British Columbia Court of Appeal held Trans Mountain Pipe Line Company to be within exclusive federal jurisdiction and not subject to provincial law. In another case the Court dismissed an appeal by a municipal board against a judgment requiring the board to comply with an arbitration award.

The Appeal Court in Quebec ruled that the trial court was right in refusing an injunction directed against the Labour Relations Board in connection with the determination of bargaining rights at RCA Victor Limited.

The Saskatchewan Joint Board of the Retail, Wholesale and Department Store Union (CIO) was held by the Court of Queen's Bench to have been properly certified as bargaining agent for a unit of retail store employees.

In Quebec, a parity committee lost an action for damages in the Superior Court against a clothing manufacturer.

Supreme Court of Canada . . .

... dismisses union officer's appeal against conviction for defiance of anti-picketing injunction

A decision given by the Supreme Court of Canada on April 28 confirmed the sentence imposed for contempt of court on Poje, an officer of the International Woodworkers of America, and 14 other members of the union, as a result of their conduct in refusing to obey an anti-picketing injunction issued against them during the woodworkers' strike in British Columbia in July 1952.

The British Columbia Supreme Court convicted the picketers of contempt of court on September 16, 1952, imposing a penalty of three months' imprisonment and a \$3,000 fine on Poje and one month's imprisonment or a \$300 fine on each of the other 14 members (L.G., Nov. 1952, p. 1489). Their appeal from this judgment was dismissed by the Appeal Court of the province on October 7 (L.G., Jan., p. 106).

An appeal was then brought to the Supreme Court of Canada. The five members of the Court sitting on the case were unanimous in the decision to reject the appeal.

Giving reasons for decision in which the Chief Justice and Mr. Justice Rand concurred, Mr. Justice Kellock discussed legal theory and practice with respect to contempt of court arising out of a civil case. Contempt proceedings for breach of an injunction are of a civil nature and in such cases the court acts to enforce the rights of the opposite party. However, conduct which is a violation of an injunction may also possess all the features of criminal contempt of court, and in such cases a punitive sentence is called for. A contempt which tends to bring the administration of justice into scorn or to interfere with the due course of justice, in other words a public injury rather than a private injury only, is criminal in nature and the court may intervene on its own motion to punish it.

Mr. Justice Kellock then reviewed the actions of the appellants to see whether they did involve criminal contempt of court. During the lumber strike, members of the woodworkers' union had established a picket line at the entrance to the bridge leading to the Government dock in Nanaimo, where the *MS Vedby* was moored for the purpose of loading lumber. The longshoremen supposed to load the lumber refused to cross the picket line. The shipping company then obtained an injunction which ordered the defendants to refrain from picketing the dock, from preventing or interfering with the loading of the ship and from interfering with persons seeking to go to or from the ship. This order was served on Poje and was posted on the bridgehead. The woodworkers continued to picket the bridge for several days, in spite of repeated attempts by the sheriff to make them disperse by reading the injunction order and warning them that he considered their conduct contempt of court. Large numbers of picketers gathered at the times when the longshoremen were supposed to arrive to begin loading, as many as 150 men on one occasion.

The shipping company moved to commit the picketers for disobedience to the injunction, but discontinued action when this dispute with the union was settled. The Chief Justice of the British Columbia Supreme Court then took contempt proceedings on his own motion.

Mr. Justice Kellock held that the Chief Justice did have jurisdiction to take such action because the conduct constituted a criminal contempt of court. In his words:—

The context in which these incidents occurred, the large numbers of men involved and the *public* nature of the defiance of the order of the Court transfer the conduct here in question from the realm of a mere civil contempt, such as an ordinary breach of injunction with respect to private rights in a patent or trade mark, for example, into the realm of a public depreciation of the authority of the Court tending to bring the administration of justice into scorn.

He added that the nuisance created by the picketers brought them within the scope of the Criminal Code but that, over and above specific offences, the character of the conduct involved a public injury amounting to criminal contempt.

Mr. Justice Kerwin and Mr. Justice Estey agreed that the appeal should be dismissed. They found no substance in the appellants' objections to the procedure of the British Columbia Supreme Court, first in the issuing of the injunction and later in committing the picketers for contempt of court. They gave no opinion as to the nature of the contempt.

The appeal of the union members was accordingly dismissed. *Tony Poje et al v. Attorney-General of British Columbia*, [1953] 2 DLR 785.

British Columbia Court of Appeal . . .

... holds mechanic's lien under provincial Act not enforceable against an interprovincial pipe line

The British Columbia Court of Appeal ruled May 22 that a mechanic's lien provided for under a provincial act cannot be enforced against an interprovincial oil pipe line, since it is exclusively under federal jurisdiction.

Mr. Justice O'Halloran gave the facts of the case in delivering the judgment of the Court. One of the defendant companies, Trans Mountain Oil Pipe Line Company, was authorized under the provisions of the 1949 federal Pipe Lines Act to construct an oil pipe line from a terminal near Acheson in Alberta to a terminal near Vancouver in British Columbia. The other defendant company, Comstock Midwestern Limited, made a contract with the first company to construct certain sections of

the pipe line. This company then sublet the clearing, grubbing and grading of certain portions of the right of way to Campbell-Bennett Limited. This firm of contractors maintained that substantial sums were owing to it by Comstock Midwestern Limited for work done in the counties of Westminster, Cariboo and Yale in British Columbia and filed a claim against the two companies under the provincial Mechanics' Lien Act in each of the three counties.

The matter came before the Appeal Court on an appeal from the ruling of a Yale county court judge, who held that a mechanic's lien could not be enforced against the oil pipe line and that the Mechanic's Lien Act could not be invoked to obtain a personal judgment.

The Appeal Court held that the Trans Mountain Oil Pipe Line Company came exclusively within federal jurisdiction by virtue of the British North America Act, which excludes from provincial control "Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province." The oil pipe line indisputably connects the provinces of Alberta and British Columbia and the portions of the pipe line in the two provinces are integrated, continuous and essential parts of the whole undertaking, which is designed to permit the continuous flow of oil from the production sources in Alberta to the refineries and market-preparing facilities on the British Columbia coast.

Mr. Justice O'Halloran also noted that the enactment of the Pipe Lines Act by the Parliament of Canada in 1949 showed that the problem of distributing the oil produced in Alberta was recognized as a national responsibility. The Trans Mountain Oil Pipe Line Company was incorporated by the federal Parliament under a special Act in 1951.

The Court therefore held that a provincial authority could not interfere with a federal undertaking by enforcing a mechanic's lien. If a lien were enforced by a county court, the portion of the pipe line within the county would be sold. Such a sale would obviously lead to disintegration and destruction of the whole interprovincial pipe line. "In short, the jurisdiction of the province could then be invoked to obstruct and defeat an undertaking completely outside its jurisdiction and solely within the jurisdiction of the Dominion."

The plaintiff company sought to obtain a personal judgment for the sum of \$860,000 as an alternative to the enforcement of a lien. Mr. Justice O'Halloran stated that such a judgment would depend for its existence on the right to a lien. Since a provincial court had no power to enforce a lien in this case, no right to an alternative remedy existed.

The appeal was accordingly dismissed. *Campbell-Bennett Ltd., v. Comstock Mid-western Ltd. and Trans Mountain Oil Pipe Line Company*, [1953] 8 WWR (NS) 683.

British Columbia Court of Appeal . . .

. . . confirms judgment requiring municipal board to carry out conciliation board's recommendation

On April 10 the Court of Appeal of British Columbia dismissed the appeal of the Saanich Board of Police Commissioners from a judgment of the provincial Supreme Court requiring the commissioners to carry out the recommendations of a conciliation board (L.G., May, p. 733).

The conciliation board had been appointed under the Industrial Conciliation and Arbitration Act to settle a dispute between the Board of Police Commissioners and the policemen of Saanich. By the terms of the British Columbia Municipal Act, the report of the Board was binding on both parties to the dispute. The police commissioners, however, refused to accept two changes recommended in the report, arguing that the relationship between themselves and the policemen was not that of employer and employee and that therefore the ICA Act had no application.

The employees' association representing the Saanich policemen applied to the Supreme Court of the province for an order to require the commissioners to carry out the board's recommendations. The Court granted the application, holding that, even though policemen were not "employees" in the usual sense, the Municipal Act made the conciliation machinery of the ICA Act available to them and specifically provided that in a dispute between policemen and a board of police commissioners the recommendations of a conciliation board should be binding on both parties.

The Appeal Court unanimously upheld this judgment and dismissed the appeal. *Saanich Municipal Employees' Association, Local 374, v. Board of Commissioners of Police of District of Saanich*, [1953] 8 WWR (NS) 651.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . dismisses UE's claim for injunction to prevent the certification of a rival union at RCA Victor

The Quebec Court of Queen's Bench, Appeal Side, on April 28 dismissed an appeal brought by representatives of the United Electrical Radio and Machine Workers of America, Local 531, from a judgment of the Superior Court dismissing an application for an injunction against a rival union of electrical workers to prevent it from proceeding with an application for certification before the Labour Relations Board.

The facts of the case were given by Mr. Justice Pratte. In 1946 the United Electrical Workers local was certified as bargaining agent for the employees of RCA Victor Limited. That local signed several collective agreements with the company, the last one on March 30, 1951, to be effective for a period of one year. In April 1952, a rival union, Local 568 of the International Brotherhood of Electrical Workers, applied to the Labour Relations Board for certification in place of the UEW, claiming to have as members a majority of the RCA Victor employees. While this application was pending, the UEW local brought action for an injunction against its rival and against the company to restrain the IBEW from proceeding with its application. This demand for an interlocutory injunction was dismissed by the Superior Court; the union was now appealing from this judgment.

The demand for the injunction was contested separately by the defendant union, by the company, and by the Labour Relations Board. Mr. Justice Bissonnette dealt only with the submissions of the Board, which argued that if the injunction were issued it would really be an injunction against the Board to prevent it from exercising its lawful functions. The court would then be exercising the powers which the law confers exclusively on the Board. The Board also maintained that there was no law which authorized the issuing of an injunction in these circumstances.

The Superior Court had accepted this view, ruling that the Board had exclusive powers with respect to the certification of unions. It stated that the Labour Relations Act prohibited the issuing of a writ of injunction against the Board in respect of any act relating to the exercise of its functions. To grant the injunction demanded by the union would be only an indirect method of preventing the Board from dealing with a union's application for

certification. The Labour Relations Act would lose its effect if an interested party could by such a method prevent the Board from taking into consideration matters within its jurisdiction.

Mr. Justice Bissonnette agreed that the union's action in bringing an application for an injunction against the rival union was merely an indirect method of preventing the Labour Relations Board from dealing with an application for certification. Therefore the first question for the Court to consider was whether the Board did have exclusive jurisdiction to determine which of the two unions should be recognized as bargaining agent. The Labour Relations Act gave the Board exclusive power to determine whether a union had the right to certification and what group of employees constituted the bargaining unit, to verify the representative character of the union by making the necessary inquiries, and to issue, refuse, revise or revoke certificates of recognition. The whole purpose of the Act was that only the Board should exercise such powers. Accordingly he had no hesitation in answering the first question in the affirmative.

The second question was whether under the circumstances of the case the Court should prevent the Board from exercising the powers given it by the Act. The Labour Relations Act makes the Board immune from prerogative writs and from the supervision of the courts. Unless it is evident that the Board is about to exceed or has exceeded its jurisdiction, it must not be interfered with in the exercise of its functions. His Lordship considered that the IBEW had the right to present its demand to the Board and that the Board had power to hear and determine the application. The other union had no right to seek to prevent the Board from exercising its lawful powers.

Mr. Justice Bissonnette emphasized that the only action the United Electrical Workers could take was to plead their case before the Labour Relations Board.

Since the Board did have jurisdiction to consider the application for certification, the question of whether the Board was subject to judicial control if it exceeded its jurisdiction did not arise.

The five judges hearing the case concurred in dismissing the appeal. *Walker et Autres v. International Brotherhood of Electrical Workers Local 568 et RCA Victor Company Limited and Commission des Relations Ouvrières de Québec*, [1953] *Rapports Judiciaires* BR Montreal 441.

Saskatchewan Court of Queen's Bench . . .

. . . holds labour relations board had jurisdiction to certify union joint board as bargaining agent

The Saskatchewan Court of Queen's Bench on June 23 dismissed the application of the F. W. Woolworth Company for a court order to quash the order of the Labour Relations Board certifying a bargaining agent for the company's employees in Weyburn, Sask.

Mr. Justice Graham gave the facts of the case. On January 13, 1953, the Saskatchewan Labour Relations Board granted certification to the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union (CIO), as bargaining agent for the employees of the Woolworth store at Weyburn except the manager and assistant manager. The company applied to quash the certification order by a writ of *certiorari*, claiming that the Board had no jurisdiction to certify this organization since it was not a trade union within the meaning of the Saskatchewan Trade Union Act.

To determine whether or not the respondent was a trade union within the meaning of the Act, Mr. Justice Graham referred to the definitions of "labour organization" and "trade union" contained in Section 2:—

(8) "labour organization" means any organization of employees, not necessarily employees of one employer, which has bargaining collectively among its purposes.

(10) "trade union" means a labour organization which is not a company dominated organization.

He also quoted Section 3 of the Act, which reads:—

Employees shall have the right to organize in and to form, join or assist trade unions and to bargain collectively through representatives of their own choosing, and the representatives designated or selected for the purpose of bargaining collectively by the majority of employees in a unit appropriate for such purpose shall be the exclusive representatives of all employees in such unit for the purpose of bargaining collectively.

He then reviewed the provisions of the constitution of the Retail, Wholesale and Department Store Union which refer to joint boards. The constitution declares that a joint board consists of delegates elected by each affiliated local union as provided by the by-laws of the joint board. The international executive board of the union may define the jurisdiction of joint boards and issue charters to them. The function of joint boards is to organize, co-ordinate and supervise the activities of their affiliated unions. Subject to the approval of the international executive

board, each joint board may adopt by-laws which conform with the provisions of the international constitution. Section 2 of Article 14 provides that the right to bargain collectively for the membership of a local union lies with the executive board of the local or officers designated by it and with the joint board where one exists.

He noted also that collective bargaining was one of the objectives set out in the constitution of the Saskatchewan Joint Board. He quoted the following clauses from its declaration of aims:—

To co-operate with other labour unions or organizations to secure the rights of labour and to work for the establishment of legislation for the benefit of all who labour.

To negotiate a collective bargaining agreement for or on behalf of any Local making that request to the Joint Board.

The company submitted that there was no proof before the Labour Relations Board that any local union had requested the joint board to negotiate a collective agreement for it. Mr. Justice Graham considered that if no such request had been made it might give rise to the authority of the joint board being questioned within the union itself but would not affect the Labour Relations Board in the exercise of the power conferred on it by the Act to deal with applications for certification.

After examining the constitutions of the union and the joint board, His Lordship was satisfied that each was a labour organization which had collective bargaining among its purposes. He considered that, whether or not the joint board received a request to bargain on behalf of a local, collective bargaining was one of the purposes embraced in the declaration of its aims.

He considered also that while the joint board consisted of delegates elected from each affiliated local union the delegates remained "employees" and the board was an "organization of employees" within the definition of a labour organization set out in the Act.

Mr. Justice Graham held therefore that the joint board was a trade union within the meaning of the Act.

The company had questioned before the Court the validity of the evidence submitted by the union to the Labour Relations Board of the number of employees who were union members. Cards purporting to be signed by 12 of the 17 employees in the unit were accepted by the Board without proof of the signatures. His Lordship stated that a dishonest person could easily attach false signatures to the cards. While he did not suggest that this had

been done in this case, he gave his opinion that the Board should insist that the signatures on the membership cards on which its judicial decision depends should be authenticated in some manner. He mentioned that such cards would not be accepted as evidence in a court of law and stated that this rule of evidence was a good one since its non-observance could lead to many abuses.

However, although the company had indicated to the Board that it would prefer to have a representation vote taken among the employees, it had made no positive attempt to show that the cards were not properly signed. His Lordship had in mind also that Section 14 of the Act permits the Labour Relations Board to accept evidence "as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not". He held therefore that there was some evidence before the Board on which to base the exercise of its powers of a judicial nature and that it had not exceeded its jurisdiction.

The application for *certiorari* was dismissed. *F. W. Woolworth Company Limited v. Saskatchewan Joint Board, Retail, Wholesale and Department Store Union*, [1953] 9 WWR (NS) 208.

Quebec Superior Court . . .

. . . finds Quebec Collective Agreement Act doesn't authorize a parity committee to sue for damages

The Quebec Superior Court, at Montreal on November 14, 1952, dismissed an action brought by a parity committee against a clothing manufacturer for damages and an injunction to prohibit the company from refusing to allow the committee's inspectors to proceed with their work, and also three incidental demands for wages due to the company's employees. The Court dismissed the action in damages on the ground that the Quebec Collective Agreement Act entitles a parity committee to bring action on behalf of employees for the recovery of wages but not to bring an action for damages on their behalf. The incidental demands were dismissed because they were irregularly formed. Even if the action had been properly brought, the amount claimed was a mere estimate, far too indefinite for the Court to accept.

The judgment was given by Mr. Justice Montpetit. He stated that the plaintiff, the Joint Committee of the Men's and Boys' Clothing Industry for the Province of Quebec, claimed a sum of \$7,212.50 in damages from the defendant, Dolly Dimple Incorporated, and sought an injunction to enjoin the company from refusing to

permit the committee's inspectors to proceed with their work, which is authorized by the Quebec Collective Agreement Act. In its claim, the committee alleged: "That as a result of being unable to file claims on behalf of the employees of defendant, plaintiff has suffered damages in the amount of \$7,012.50, being the amounts due the employees of defendant..." It claimed an additional sum of \$200 as damages caused by the actions of the company in refusing access to the committee's inspectors, for the inspectors' expenses and wages during that time. The injunction sought was to order the company to permit the committee's inspectors "to examine the registration system . . . of an employer . . . and to verify from the employees the rate of wage, duration of work, apprenticeship system and observance deemed necessary as detailed in the Collective Agreement Act".

The first question considered by the Court was whether the plaintiff was entitled to claim damages under the Act. The first paragraph of Section 20 of the Act states that a parity committee has all the rights, powers and privileges of an ordinary civil corporation which would include the power to claim damages in certain cases. For instance, a parity committee could sue for damages following the violation of contractual obligations by a co-contracting party or under Section 1053 or 1054 of the Civil Code (which make causing damage to persons or property an offence). In the present case, however, the damages claimed were not personal. Except for the \$200 claim, the damages arose only from the fact that the company's employees were deprived of the wages to which they were entitled under the Act.

The committee claimed that it could bring its action for damages under Section 20(a) of the Act, which provides that a parity committee may:—

exercise all recourses arising out of the decree in favour of employees who have not caused a suit to be served within a period of 15 days from the due date, and may do so, notwithstanding any law to the contrary, any opposition, or any express or implied renunciation by the employee, and without being obliged to establish an assignment of claim by the interested party, to put him in default, to inform him of the suit, or to allege and prove the absence of suit within such delay of 15 days or to produce the certificate of competency.

His Lordship stated that this power must be construed strictly because it is an exception to the rule in the Code of Civil Procedure that "a person cannot use the name of another to plead". Was the type of recourse the plaintiff sought to exercise

authorized by the Act or the decree? The decree specified the wages and cost-of-living bonus to be paid to each category of employee. Section 12 of the Act states that an employee who does not receive the proper wages "is entitled to recover the wage fixed by the decree". Neither the Act nor the decree, however, authorizes an employee to bring an action in damages. A parity committee, therefore, under Section 20(a) of the Act may recover wages on behalf of an employee but may not bring an action in damages, since the employee himself does not have that right under the Act. Assuming for the purpose of discussion that the employees did have a common law right to claim damages, the parity committee could not exercise that right on their behalf since it did not arise out of the Act or the decree. The Court held therefore that the committee could not legally bring the action in damages.

Mr. Justice Montpetit then dealt with the plaintiff's three incidental demands claiming a total sum of \$22,924.64 from the company as the difference between the wages required under the decree and the actual wages paid to employees of the company between September 15, 1950, and February 26, 1952. The Court held that these demands were irregularly formed because they had no legal connection with the principal action. The rights in damages claimed by the committee in its principal action were quite distinct from rights based on a difference in wages. For this reason the demands must be dismissed.

His Lordship stated that, even if the principal action and the incidental demands had been legally formed, he would still have had to dismiss them because the plaintiff was not able to establish accurately the difference in wages and cost-of-living bonus to which it claimed the company's employees were entitled. It was evident that only a rather small portion of the defendant's production came under the jurisdiction of the decree. Yet the statement of the amounts due did not show how many of the company's employees were engaged at work coming under the decree for the whole or part of the period specified. It was therefore impossible for the Court to establish the amount due. The committee's own witnesses admitted that the amount claimed in the principal action was a mere estimate.

The Code of Civil Procedure provides that the losing party must pay all court

costs unless the Court orders otherwise. Giving reasons for his decision not to award costs in favour of the defendant, Mr. Justice Montpetit stated that the company had "showed a complete disrespect for the laws of this province". The president of the company admitted that a certain number of its employees did come within the jurisdiction of the decree, yet the company had used every possible method to prevent the inspectors of the parity committee from carrying on the work they were required to do and so had deprived

a group of employees of the minimum wages to which they were entitled. In His Lordship's words:—

The Court has no sympathy whatsoever for defendant and feels it is its duty to say so. If there had been in the present action the slightest possibility in law to condemn defendant to reimburse to all its employees concerned the difference in wages and the bonus they had a right to, the Court would have ordered so without hesitation.

The Court dismissed the action without costs. *The Joint Committee of the Men's and Boys' Clothing Industry for the Province of Quebec v. Dolly Dimple Inc.*, [1953] CS Montreal, Nos. 5 and 6, 193.

Recent Regulations, Federal and Provincial

New rules of procedure are issued for Manitoba Labour Board. C.S.A. Safety Code for passenger and freight elevators adopted in Quebec, revised liquefied petroleum gas regulations issued in Saskatchewan and boiler and pressure vessel regulations amended in Newfoundland

New or revised safety regulations have been issued in three provinces.

The CSA safety code for passenger and freight elevators was adopted in Quebec. Revised regulations for the safe handling of liquefied petroleum gas equipment were made in Saskatchewan. Newfoundland has amended the regulations under the Boiler and Pressure Vessel Act to permit the operation of plants other than steam plants by persons whose qualifications are not sufficiently high to permit them to obtain an engineer's certificate.

The first minimum wage order covering machinists was issued in British Columbia fixing a minimum of \$1.25 an hour. Hotels and restaurants were brought under the British Columbia Semi-monthly Payment of Wages Act.

Extensive rules were issued for the practice and procedure of the Manitoba Labour Board. Provisions for the submission to arbitration of disputes between employers and unions were added to the regulations under the Prince Edward Island Trade Union Act.

The trade of welding was designated under the Alberta Apprenticeship Act and the apprenticeship regulations of Manitoba were amended to lay down the procedure for the conduct of trade tests and final examinations which an apprentice must take.

FEDERAL

Canada Shipping Act

Certification of Ships' Cooks

The Certification of Ships' Cooks Regulations under the Canada Shipping Act (L.G. 1951, p. 1001) were reissued without change by P.C. 1953-775 of May 13 and gazetted, for the first time, on May 27.

The new regulations set January 1, 1954, as the date on and after which persons engaged in Canada as ships' cooks must hold certificates of qualification. The Minister of Transport may grant exemptions from this rule if there is a shortage of certified ships' cooks.

Pilotage By-laws

The pilotage by-laws established in 1952 for the St. Lawrence-Kingston-Ottawa Pilotage District (L.G., Sept. 1952, p. 1231) were amended to increase pilotage dues from January 1, 1954. The amendment was approved by P.C. 1953-950 on June 12 and gazetted June 24.

The surcharge on pilotage dues was raised from 7½ to 10 per cent in the Halifax Pilotage District and a new section was added providing that a pilot who is detained on board ship for security reasons must be paid at the rate \$2 an hour but not more than \$24 a day. The amendments to By-law 3 were approved by P.C. 1953-680 on April 30 and gazetted May 13.

An amendment to By-law 2 of the New Westminster Pilotage District raised the pilotage dues for any vessel in tow of another and for any steam or motor vessel. The amendment was approved by P.C. 1953-641 on April 23 and gazetted May 13.

Amendments to the by-laws of the Montreal Pilotage District were made with respect to pension fund contributions. As in certain other pilotage districts, not less than 10 per cent of the gross pilotage dues received each year must be set aside for the pension fund. The actual percentage is to be determined by the Pilotage Authority after consulting the Pilots' Committee. If, however, contributions to the fund in any fiscal year average less than \$900 per pilot, an actuarial investigation may be made to determine what additional contribution may be necessary to provide for future benefits. The amendments were approved by P.C. 1953-773 on May 13 and gazetted May 27.

Pilots' Pensions

New Pilots' Pension Fund Regulations for the Montreal Pilotage District, governing the payment of a pension to retired licensed pilots or to their widows and children, raise the retirement benefits payable to a presently-active pilot from a flat \$1,000 a year to a *pro rata* amount with a minimum of \$1,250, increased by \$70 for each year of service subsequent to March 31, 1953, up to a maximum of \$2,100.

For any pilot who becomes licensed after May 13, 1953, the effective date of the new regulations, the minimum pension will be \$1,000 a year or \$70 for each year of service, whichever is greater, subject to a maximum of \$2,100.

Apprentice pilots holding temporary licences as pilots who retire from the service before receiving a full pilot's licence will be entitled only to the return of their interest in the pension fund.

As before, any application to be placed on the pension list must be made to the Montreal Pilotage Authority. The Pilots' Committee must be consulted before an application is granted or rejected. Ordinarily, a pension is payable after the age of 65 years but a pilot who is forced to retire at an earlier age because of physical or mental disability or as the result of a shipping casualty may apply for a pension. A pilot retired through misconduct will receive only his interest in the pension fund.

Future pensioners will receive their pensions monthly instead of quarterly. On the death of a retired pilot, his estate will be

paid the pension for the full month in which his death occurs. Widows' and orphans' pensions will begin on the first day of the following month.

As before, a widow will receive, until death or remarriage, half of what would have been payable to her husband unless he married after being placed on the pension list. Where orphans are the only dependants, they must be paid, in equal shares, the pension payable to a widow but no one child may receive more than half the pension to which a widow would be entitled. Pensions to orphans, whether boys or girls, will be paid until they reach the age of 18 years. Under the earlier regulations, an orphan boy's pension was payable only to the age of 16.

The new regulations were approved by P.C. 1953-774 on May 13 and gazetted May 27.

PROVINCIAL

Alberta Apprenticeship Act

Welding has been designated as a trade to which the provisions of the Apprenticeship Act apply. The designation was made on April 27 by O.C. 600-53, gazetted May 15.

Alberta Public Service Act

The administration of the Boilers Act was transferred from the Department of Public Works to the Department of Industries and Labour by O.C. 435-53, made on March 31 and gazetted April 15.

British Columbia Hospital Insurance Act

An amendment to the British Columbia Hospital Insurance Regulations sets out the conditions which must be met before a qualified person is entitled to benefits under the Act and provides that the length of time for which benefits may be paid is to be determined by the Hospital Insurance Commissioner.

Formerly, a qualified person other than an emergency or minor surgery case could obtain benefits if he had been admitted to hospital as an in-patient on the recommendation of the hospital administrator, superintendent or a qualified physician. The regulations now provide that the recommendation must come from a practitioner who is a member of the hospital staff and, in addition, a case-history and a complete diagnosis of the patient's physical condition must be available to the hospital and the Commissioner within a reasonable time.

In order to decide the period of time during which treatment or services are required, the Commissioner may from time

to time obtain written statements from the attending physician with respect to the patient's condition and need for services.

The list of hospitals required to provide services under the Act was amended to include the Community Hospital in Pouce Coupe and nine Red Cross Outpost Nursing Stations.

The amending regulation was issued June 13 and gazetted June 25.

British Columbia Male Minimum Wage Act

Machinists

The Board of Industrial Relations has established a minimum wage for the machinist trade, including machinist-fitters, tool makers and die makers, by Order 21 made on July 9 and gazetted July 16. The new order, effective from August 24, requires employees in the trade to be paid \$1.25 an hour.

Excluded from the order are workers who are permanently employed on maintenance work in industrial establishments or in public or private buildings and persons employed in the production-line or assembly-line manufacture of metal products for resale. The minimum of \$1.25 an hour is set for all workers covered by the order, except handicapped and part-time workers for whom permits have been issued by the Board authorizing the payment of a lesser wage than the minimum.

For all time worked after eight hours in a day, or after 44 hours in a week where the daily hours do not exceed eight, time and one-half the worker's regular rate must be paid. Permits from the Board are required for the working of overtime except overtime performed during an emergency to prevent serious loss to, or interruption in the operation of, the industrial undertaking. Where other hours limits have been approved by the Board, the overtime requirement does not apply until the employee has completed the hours so established. The Board may vary the overtime provision in the case of industrial undertakings exempted in whole or in part from the Hours of Work Act or subject to special regulations under that Act.

A worker who is called to work by the employer must be paid not less in any one day than an amount equal to two hours' pay at his regular rate if called to work and not put to work, nor less than four hours' pay if put to work.

The usual provisions regarding semi-monthly payment of wages, posting of orders and keeping of records are included in the new order.

British Columbia Semi-monthly Payment of Wages Act

The hotel and catering industry in British Columbia has been declared an industry to which the Semi-monthly Payment of Wages Act applies, that is, employees must be paid at least as often as semi-monthly all wages which they have earned up to a day not more than eight days before the date of payment.

As defined, the industry includes any place where a charge is made for lodging furnished or for food served. Besides hotels and restaurants, this covers such places as hospitals, sanatoria, clubs, dining rooms, and kitchens in schools or in industrial or commercial establishments or office buildings.

Other industries to which the Act applies are mining, manufacturing, logging, construction and fishing.

The regulation adding the hotel and catering industry to the Schedule to the Act was made on May 15 and gazetted May 21.

Manitoba Apprenticeship Act

Amendments to the general regulations under the Manitoba Apprenticeship Act reduce the number of hours of employment and training which an apprentice must complete each year from 2,000 to 1,800 and lay down the procedure for the conduct of the trade tests and final trade examinations which an apprentice is required to take. The changes were contained in Manitoba Regulation 16/53, filed May 25 and gazetted May 30.

As amended, the regulations require that an apprenticeship agreement must contain the provision that, if within any consecutive 12 months of the apprenticeship period the employer fails to provide the apprentice with at least 1,800 hours of employment, including any time spent at day classes, the apprentice must complete the full 1,800 hours before being advanced to the next 12 months of the apprenticeship period.

The regulations previously contained only the general requirements that the Provincial Apprenticeship Board should arrange for the trade tests and final trade examinations to be given to apprentices by the Department of Education. It is now provided that the Board may, with the approval of the Lieutenant-Governor in Council, appoint a three-member examining board for each designated trade. Two of its members are to be nominated by the appropriate Trade Advisory Committee, one to represent the viewpoint of employers and the other the viewpoint of

employees. The third member, the chairman, is to be nominated by the principal of the Manitoba Technical Institute. The Board must arrange with the Minister of Education for final trade examinations to be conducted at the Manitoba Technical Institute at not less than four-month intervals, and at such other places and times as it may consider necessary.

As before, the Director of Apprenticeship must issue a certificate, in a form approved by the Board, to every apprentice who completes the prescribed term of apprenticeship and the required technical training and passes the final examination. A new section provides for the issuing of the appropriate certificate, as approved by the Board, to an applicant other than an apprentice who meets the requirements of the trade rules.

Manitoba Labour Relations Act

Rules to govern the practice and procedure of the Labour Board in carrying out its duties under the Labour Relations Act were made by an Order in Council (Manitoba Reg. 12/53) filed on April 25 and gazetted May 2.

Part I of the regulations, setting out the rules of procedure, specifies first the information to be contained in any application. It then requires certain information to be filed concerning the organization and affiliation of a trade union to establish that it is eligible to be heard. An application may not be filed until the trade union has been actually organized by the holding of all necessary meetings, the adoption of a constitution, the election of officers and, where the union is a local branch of an international, national or provincial organization, until a charter has been granted by the parent organization. Written notification to the officers of the local branch that a charter has been granted and is forthcoming may be filed with the Board in place of the actual charter but a certification order may not be issued pending receipt of the charter.

It next sets out the material to be contained in an application for certification and the procedure to be followed by the Board and the interested parties after the Board has received an application.

Part I also deals with applications requesting the Board to establish a procedure for settlement of disputes concerning the interpretation, application or violation of a collective agreement; applications for consent to prosecute for violation of an agreement, and applications for consent to prosecute for other violations of the Act. Under the regulations an application for review, variation

or revocation of an order may not be made except on the basis of new evidence and such an application must contain a statement of the new evidence "with statutory declarations made by persons able to speak at first hand of the facts declared by them" and must explain why the evidence was not available at the original hearing.

Procedure to be followed in dealing with these applications is then set out. In every case the Registrar is required to serve notice of an application upon the party against whom relief is sought. The Board may refer any matter to an examiner for investigation and report. The Registrar must send the report to the parties concerned and they have seven days to file objections; if objections are filed a hearing must be held.

Part II contains the general rules of Board practice and includes a definition of employer unit, craft unit, technical unit, plant unit, member in good standing, and "affected employee". It sets out the principles the Board will follow in determining when a certification vote will be held, the procedure for bringing evidence before the Board, and requirements with respect to the time for filing a new petition.

To be a member in good standing of a trade union a person must, at the date of filing of an application for certification, have been a member of the union for at least three months, must not have been suspended by the union or automatically suspended by the terms of the union constitution, and must, on his own behalf, have paid at least one month's dues at the regular rate within a defined period (approximately three months) preceding the date on which the petition for certification was filed with the Board. As an alternative, the employee must have joined the union within the previous three-month period by making a written application for membership and paying the initiation fee prescribed by the union constitution or, if there is no initiation fee, an amount equal to one month's union dues with a minimum of \$1, and have been made a union member in accordance with the requirements of the constitution. In any case the person must not be excluded from membership in the union by the express terms of the union constitution.

The regulations also set out the method of determining which employee should be deemed to be "affected employees" i.e., members of the proposed bargaining unit when the Board is considering an application for certification. All employees who on the date on which the petition is filed are

on the employer's payroll will be deemed "affected employees" except those taken on as substitutes for employees on vacation or other leave of absence, or temporary employees hired within two weeks previous to that date for a period of not more than four weeks.

For the purpose of determining the list of voters in a Board-directed representation vote, the Board will consider as eligible to vote all employees on the payroll of the employer and within the unit on the payday immediately preceding the day of the vote who continue to be employed up to and including the voting day. However, the Board may order the inclusion on the voters' list of a person who was on the payroll on the pay-day preceding the day of the vote but who had ceased to be employed at the time of voting.

Any employees who work on a regular schedule week by week regardless of the number of hours worked each week will also be deemed to be "affected employees".

In determining whether or not a representation vote should be held the Board will take into account any established evidence of unfair practice or undue pressure by an employer or by the applying or intervening trade union. If there is no such evidence, the Board will not order a vote if it finds that a substantial majority of the affected employees are members in good standing; or that a majority, even though slight, have been members in good standing for six months or more and the dues are currently paid up. Otherwise, where the majority is small, the Board will ordinarily conduct a vote on application of any party or on its own initiative.

When a person or union desires to bring evidence before the Board or seeks a hearing or Board action, the rules require that he file any necessary application together with statutory declarations by persons able to speak at first hand on the matters in question. Persons making such declarations will be called as witnesses at the Board hearing, may be required by any party to the proceedings to be sworn, and will be subject to examination and cross-examination. Except with the consent of the Board, evidence and argument will be limited to matters specifically raised in the application, reply or other material filed.

When the Board consents to other matters being raised it may impose terms and direct that other affected parties must have an opportunity to contest the additional matters or it may fix a new date for hearing evidence or argument on the additional matters.

In any proceedings before it the Board must give an opportunity to all interested parties to present oral or written evidence or make oral or written representations on the matters at issue as the Board deems advisable. If the question is raised whether any party is "an interested party" the Board will decide the matter and its decision is final.

If the Board refuses an application for certification, no further application in respect of the same unit of employees or any unit including some of the same employees may be lodged by the same applicant for six months following the date of decision except with the Board's permission in a case where it is of the opinion that the earlier application was rejected through a technical error or omission. The Board may allow a trade union whose application for certification has been refused within the previous six months to appear as intervener or as a cross-applicant in an application filed by another union which affects some or all of the same employees.

If, during the currency of a collective agreement, the Board certifies a new bargaining agent for the unit or any part of it, no further application for certification for that unit may be filed without consent of the Board until 10 months have expired.

The forms for application for certification and in connection with other procedures set out in the Act and regulations are prescribed in the regulations.

Manitoba Minimum Wage Act

The section of the regulations under the Manitoba Minimum Wage Act which sets out the requirements governing the method and frequency of the payment of wages was revised by an Order in Council filed May 25 and gazetted May 30 (Manitoba Reg. 15/53).

As before, wages must be paid within three days of the period during which they were earned, unless written permission to do otherwise has been granted by the Minister of Labour. Previously, the regulations required wages to be paid once a week unless the Minister granted permission for a different pay period. The requirement is now set out in somewhat less positive terms, giving the Minister general supervision over payment of wages and enabling him to require weekly payment if he thinks it desirable. It is now stated that no employer may institute a practice of paying wages less frequently than once a week, nor alter an established practice so as to pay wages less frequently than

once a week, without prior written permission of the Minister. The Minister may order an employer who pays wages less frequently than once a week to change this practice.

The provision that the Minister may direct an employer to pay wages by cash, accepted cheque, money order or other method remains unchanged.

Newfoundland Boiler and Pressure Vessel Act

Amendments to the regulations under the Boiler and Pressure Vessel Act made and gazetted on July 7 make provision for the issue of certificates to persons qualified to operate plants other than steam plants.

If a person is unable to meet the requirements for certification as any of the four classes of operating engineers, but has been trained in the operation of a refrigeration plant, air or gas compression plant, portable air compressor plant, or an internal combustion or electric hoisting plant, he may be examined by the Chief Inspector for a certificate authorizing him to operate one of these plants. To be eligible for such a certificate the candidate must be at least 20 years old, have had a minimum of 18 months' experience in the particular plant for which he wants to be certified and must obtain at least 60 per cent of the allotted marks in an examination. The candidate is required to pay the fee prescribed for the certificate of an operating engineer, fourth class.

The holder of a refrigeration certificate may operate a refrigeration plant of up to 400 h.p. The holder of a certificate for the operation of an air or gas compression plant, portable air compressor plant or hoisting plant may operate a plant of unlimited horsepower.

Other amendments were made with regard to the small plants exempted from Part IV of the regulations, that is, the section which provides for the certification of boiler inspectors, operating engineers and firemen.

As provided for in a 1953 amendment to the Act, a per diem charge is fixed for the inspection, on special request, of a boiler, pressure vessel or plant not subject to the provisions of the Act.

Newfoundland Mothers' Allowances Act

The maximum annual outside income which a needy mother may have and be eligible for a mother's allowance was increased by \$120 as the result of an Order

in Council made and gazetted on July 14. The increase brings the total amount of income allowed, excluding the allowance, to \$360.

Allowances are payable from provincial funds to mothers who are widowed or who, for other reasons, are without adequate means to support their children. The amount of the allowance is \$300 a year for a mother and one child and \$60 a year for each additional child. By a further change, the maximum now payable is the allowance in respect of a mother and nine children (\$780 a year) instead of the allowance in respect of a mother and six children, as before (\$600 a year).

Ontario Public Health Act

The new Plumbing Code made under the Ontario Public Health Act (L.G., Oct., 1952, p. 1373) was declared in force on May 6, 1953, by O. Reg. 52/53 on April 16, gazetted May 2.

Prince Edward Island Trade Union Act

A new section providing for the submission to arbitration of disputes between employers and unions was added to the regulations under the Prince Edward Island Trade Union Act (L.G., Feb., p. 292) by an Order in Council of May 7, gazetted May 16.

The provision states that, where a union has complied with Section 7 of the Act by filing with the Provincial Secretary a copy of its constitution, rules and by-laws or other documents containing a complete statement of its purposes, a written agreement to refer all disputes to arbitration under the Arbitration Act will be deemed to have been signed and made between the union and the employer of its members.

Quebec Industrial and Commercial Establishments Act and Public Building Safety Act

Regulations have been made under the Industrial and Commercial Establishments Act and the Public Building Safety Act embodying the provisions of the Canadian Standards Association Safety Code for Passenger and Freight Elevators with the exception of those provisions which apply to private residence elevators (i.e. serving only one family).

The Quebec Safety Code, like the CSA Code, applies to the construction, inspection, maintenance and operation of elevators, escalators, dumbwaiters and their hoistways, but not to belt, bucket,

scoop, roller or similarly inclined or vertical freight conveyors, tiering or piling machines, mine elevators, wharf ramps, stage lifts or similar equipment, nor to elevators used only for handling building materials and mechanics during construction.

All new construction and installations must conform to these regulations. A special section lays down requirements with respect to power elevators and power dumbwaiters which were installed or for which plans were completed and accepted before the regulations came into force. Workmanship must be good in all installations governed by the Code, or approval will be withheld.

Inspection at least quarterly is required for most parts of the equipment. Car safeties must be inspected periodically to determine the condition of the sliding surfaces, and the working parts. Tests of safeties must be made at least once a year.

Elevator hoistways and pits must be kept clean and the pits must not be used for storage. Material which is not a permanent part of the elevator equipment must be kept off the top or cover of an elevator car. The carrying of freight or passengers on top of cars is prohibited.

Operators must be at least 18 years old. Before a new operator is placed in charge of a passenger elevator, he must have sufficient experience or training under a competent instructor and a complete knowledge of the instructions to operators which are set out in the Code.

The regulations were approved by O.C. 1171 on November 6, 1952, and gazetted April 25.

Quebec Minimum Wage Act

Quebec Minimum Wage Order 3, which provides for one week's annual vacation with pay after a year's continuous service, has been revised with regard to the section which sets out its application.

The Order applies to employees under the Minimum Wage Act who are subject to an order of the Minimum Wage Commission with the exception, as before, of those covered by a decree under the Collective Agreement Act or a collective agreement providing for an annual vacation with pay of at least one week; those under Order 3A (which provides for a stamp system in the construction industry in Montreal and Hull); manual workers in the building construction industry; employees of municipal and school corporations; domestic servants; farm workers; workers engaged in forest operations; salesmen; apartment

house janitors; homeworkers; and part-time workers who work not more than three hours in a day. Caretakers continuously supervising an employer's establishment who are provided with free lodgings on the premises are now also excepted.

Saskatchewan Boiler and Pressure Vessel Act

Safe Handling of Liquefied Petroleum Gas

The regulations under the Boiler and Pressure Vessel Act covering the safe handling of liquefied petroleum gas were replaced by new regulations approved by Order in Council 1371/53 on June 22 and gazetted July 3.

These regulations cover the construction, operation and maintenance of liquefied petroleum gas distributing plants and pressure vessels used in connection with liquefied petroleum gas. The installation and inspection of liquefied petroleum gas equipment for consumers and the manufacture and sale of such equipment are covered by a new Act, the Gas Inspection and Licensing Act, which was passed in 1953 and has not yet been proclaimed.

The regulations require every distributor, distributor's agent and any other person engaged in selling or distributing liquefied petroleum gas, or selling or installing L.P. gas equipment, to be licensed, and set out standards for the design, construction, installation and operation of portable cylinders, storage and transport tanks and other pressure containers, and filling and distributing plants used in connection with L.P. gas.

The annual licence required for each distributing branch is renewable on or before January 1 (formerly July 1) each year on payment of the prescribed fee.

Four types of licences are now provided for. A Class A licence authorizes the holder to operate a filling plant or distributing plant, to fill portable cylinders or other approved pressure containers and to make L.P. gas installations. The holder of a Class B licence may distribute L.P. gas in the province by means of portable cylinders, transport tanks or by any other approved manner to agents or persons other than consumers, and may make installations. A Class C licence authorizes the holder to distribute L.P. gas in the province by means of portable cylinders direct to consumers and to make installations. The holder of a Class D licence may engage only in the sale of L.P. gas equipment.

In addition to performing the work authorized by his licence, the holder of any

licence, other than Class D, may also perform the work of the holder of a lower class of licence.

Licences are issued on the recommendation of the chief inspector, who decides which class of licence should be issued when it is uncertain which licence is necessary. A licence may be withheld, cancelled or suspended for violation of the Act or regulations, for non-compliance with an inspector's order or for the removal of an inspector's seal. Licences must be produced on demand of an inspector or authorized officer or it will be assumed that the person concerned has no licence. The fees for each class of licence are set out in the regulations. The licence fees were considerably increased but there is no longer an additional fee for each consumer installation supplied.

Little change was made in the sections of the regulations setting out the requirements with respect to construction, registration and installation of portable cylinders nor as regards the general safety requirements applying to all L.P. gas equipment covered by the regulations.

The standards for the construction and operation of distributing plants were made more stringent with respect to Departmental approval of their design and location. Before a filling or distributing plant is constructed or installed, detailed plans must be submitted to the Department of Labour for the approval of the chief inspector. The regulations forbid the filling or use of any storage tank or pressure container until it has been inspected and a certificate has been issued authorizing its use. Storage tanks must be located at least 50 feet from the nearest building or adjoining property which, when deemed necessary by an inspector, may include streets, lanes and other thoroughfares. The distance may be reduced to 10 feet with respect to an approved bottling house, pump or meter house or other similar building especially constructed for use in connection with the distributing plant.

Vehicle tank filling station outlets must be located in the open, and pumps and other apparatus must be either in the open or in a special approved building. At least 25 feet must separate a filling station outlet or apparatus from adjoining property or thoroughfare, the distance from a storage tank must be at least 10 feet.

Automatic weight scales for filling portable cylinders so designed as to shut off the liquid flow to the cylinder must be installed in a bottling house.

The design of the bottling house and similar buildings used in connection with a filling or distributing plant must be approved by the Department. Such buildings must be constructed predominantly of fire-proof material, be adequately ventilated at top and bottom and have a floor of concrete or other approved construction which has no enclosed space beneath which gas may accumulate. Only heating by indirect means may be provided for such buildings. No flame-heated apparatus capable of igniting L.P. gas may be used. Heating apparatus must be installed at a specified distance from the building, depending on the capacity of the fuel tank.

Storage tanks and other pressure containers with a capacity exceeding 1,000 gallons must not be installed until the plans have been submitted to the Department and the proposed location approved by the chief inspector. Unless authorized by the chief inspector, pressure containers, other than portable cylinders, may not be filled with L.P. gas or placed in the possession of a consumer unless the Department has been notified, has inspected the equipment and has issued a certificate authorizing its use. Pressure containers must be installed under the supervision of a person holding the proper licence.

Requirements with respect to the distance of storage tanks from adjoining property are set out in the regulations.

The regulations now authorize an inspector or other officer to seal any L.P. gas plant or equipment which is being operated in violation of the licence provisions or any other requirements of the Act or regulations, is being used in an unsafe manner or is being used to supply L.P. gas to an unauthorized person. If the inspector makes a special trip to remove the seals, a per diem fee and his expenses may be charged at the discretion of the chief inspector.

Saskatchewan Health Services Act

New regulations under the Saskatchewan Health Services Act empower the Minister of Public Health to make arrangements for the establishment of two poliomyelitis centres, in hospitals in Regina and Saskatoon, for the care and treatment of persons suffering from poliomyelitis.

The regulations provide for the appointment through the hospital of a physician as medical director of the centre and outline his duties. The Minister is authorized to pay various costs in connection with the centres and may, if necessary, establish additional centres. He may also pay the

hospital for services to polio patients who are not beneficiaries within the meaning of the Saskatchewan Hospitalization Act until they become beneficiaries or, in the opinion of the medical director, no longer require hospitalization as a result of poliomyelitis.

These regulations were approved by O.C. 1285/53 on June 8 and gazetted June 19.

Further regulations under the Health Services Act, approved by O.C. 1286/53, also made on June 8 and gazetted June 19, provide for the establishment of "physical restoration centres" containing therapy facilities for persons with residual physical disabilities due to accident, injury or disease. The services, which include physiotherapy, occupational therapy and speech therapy, are to be provided without charge to the patient. In planning the services, the Minister will consult officials and committees of appropriate institutions, organizations and professional bodies. He may enter into agreement with any of these groups with the object of setting up a well-integrated program.

Saskatchewan Social Aid Act

Mothers' Allowances

The Mothers' Allowance Regulations were revised, effective from July 15, by an Order in Council (O.C. 1497/53) made on July 6 and gazetted July 17. Allowances are payable from provincial funds to a needy mother with one or more children under 16 years who is widowed or in necessitous circumstances for certain other reasons. The regulations set out the conditions under which allowances are payable and the scale of allowances.

No change was made in the amount of the allowance, which is \$420 a year for a mother and one child and is increased by \$120 for the second child and \$60 for each successive child, up to a maximum of \$1,020 a year for a mother and 10 children. As before, an additional \$120 a year is granted in cases where there is an incapacitated father living at home. Unless the Board allows otherwise, the latter allowance will now be discontinued if the father is confined for three months to a hospital approved under the Hospital Standards Act. This provision does not affect the father's eligibility for health services. The allowance payable to a mother and child who are in an approved hospital will, however, be continued as long as the home is being maintained for their ultimate return. The mother's eligibility for health

services will not be affected in such a case even though payment of the allowances may be made to a guardian.

Allowances are not payable if the combined real or personal property of a parent and children has more than a specified net value. Maximum amounts are now fixed according to the size of the family. The former maximum of \$5,000, of which not more than \$1,000 might be in cash, securities or other liquid assets and which was applicable irrespective of the size of the family, now applies only to a mother and one child. An additional \$500 is allowed for the second child and \$250 for each additional child, making the maximum for a mother and 10 children \$7,500, of which not more than \$3,500 may be in liquid assets. In addition, a further amount of \$500 may now be added to these amounts where there is an incapacitated father living at home.

A new section provides that when an application for an allowance is refused because either the cash assets or real and personal property are in excess of the prescribed amounts, payment of the allowance must be deferred until the net value or the interest that the applicant or her family had in the property or assets is exhausted at a rate determined according to the Social Aid Maintenance Schedule or by other necessary expenditure approved by the Board.

As before, the maximum annual income allowed to a recipient, exclusive of the allowance, is \$540 a year. Casual gifts and certain types of federal and provincial aid, such as family allowances and social aid, are not considered income. In addition, there is now excluded from the calculation of income non-resident high school grants paid by the Department of Education through larger school unit boards or school boards of trustees and maintenance payments on behalf of children placed by the Child Welfare Division.

Other conditions of eligibility remain the same as before except that, in addition to paying an allowance in the case where the father is serving a sentence of a year or more in a jail or penitentiary, the Social Welfare Board may also authorize the payment of an allowance for a period of two months following his discharge.

A new provision permits continued payment of the allowance for a temporary period, with special permission of the Director, to a mother living in Alberta or Manitoba in a municipality bordering on Saskatchewan.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance during June increased. Statistics for the month* show 72,752 claims, compared with 71,476 during May

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during June a total of 72,752 initial and renewal claims for unemployment insurance benefit were filed in local offices across Canada, compared with 71,476 during May.

This contra-seasonal rise in claims was concentrated in Nova Scotia, Quebec and Ontario, with a very slight increase in Prince Edward Island. A temporary cessation of operations in a large Cape Breton coal mine, because of mechanization, and a reduction of activity in textile and heavy industry in Quebec and Ontario were factors contributing to the increase in claims over last month. In comparison with the situation last year, claims this month are higher in all provinces except Manitoba and British Columbia, the most noticeable increase occurring in Quebec (6,699), while a decline of almost similar magnitude (6,032) was registered in British Columbia.

There was a considerable decline in the number of ordinary claimants on the live register on June 30, when 119,830 claimants (86,439 males and 33,391 females) were registered for unemployment insurance benefit, in comparison with 143,083 (109,001 males and 34,082 females) registered on May 31. Ordinary claimants one year ago numbered 122,691 (86,477 males and 36,214 females). Short-time claimants on June 30 totalled 18,727, while claimants on temporary lay-off numbered 3,697.

A total of 68,372 initial and renewal claims were adjudicated during June, entitlement to benefit being granted in 50,123 cases. Insufficient contributions resulted in 6,858 disallowances. Disqualifications were imposed in 16,385 cases (including 4,994 on revised claims). Chief reasons for disqualification were: "not unemployed" 6,018 cases; "voluntarily left

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

employment without just cause" 4,419 cases; and "not capable of" and "not available for work" 1,504 cases.

New beneficiaries during the month totalled 49,161, compared with 60,514 in May and 41,475 in June one year ago. A total of \$8,408,071 was paid during June in compensation for 2,731,888 proved unemployed days, compared with \$12,195,255 paid in respect of 3,919,260 days during May and \$6,726,957 in respect of 2,539,696 days during June 1952.

During the week June 27-July 3, benefit payments amounting to \$1,548,187 were paid to 90,859 beneficiaries in respect of 509,070 unemployed days, while during the week May 30-June 5, 125,558 beneficiaries received \$2,248,673 as compensation for 726,684 unemployed days. For the week June 28-July 5, 1952, 84,812 beneficiaries were paid \$1,252,275 in respect of 474,472 unemployed days.

The average daily rate of benefit for the current week reviewed was \$3.04, compared with \$3.09 for the week reviewed last month and \$2.64 for the same week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month show that insurance books or contribution cards have been issued to 3,874,687 employees who have made contributions to the Unemployment Insurance fund at one time or another since April 1, 1953.

At June 30, employers registered numbered 248,230, an increase of 1,257 since May 31.

*See Tables E-1 to E-6 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 915, March 4, 1953

Held: *That a claimant, who made no effort to find employment and gave in effect his full-time to a restaurant which he contended was operated by his wife, had not proved that he was unemployed within the meaning of the Act.*

Material Facts of Case—The claimant, married, 68 years of age, was employed by a large railway company as a yard foreman from 1913 to November 5, 1951, when he was retired on account of poor eyesight and placed on pension. On November 23, 1951, he filed an initial claim for benefit which was allowed at the single rate.

Subsequently it came to the attention of the local office that the claimant had some connection with the operation of a restaurant. The matter was investigated and, according to declarations made by the claimant and his wife on March 6, 1952, the wife had purchased the restaurant; the agreement of sale as well as the business licence was in her name; since commencing operations on November 20, 1951, the claimant had worked as a general handy-man in the restaurant, washing the dishes, cleaning up and fixing the fires, which took up about six or seven hours of his time each day and for which he received no compensation other than his board.

The claimant's unemployment register revealed that for the entire period from November 23, 1951, to March 1, 1952, he declared that he was unemployed.

The insurance officer disqualified the claimant from the receipt of benefit for an indefinite period as from November 23, 1951, because in his opinion he was not unemployed within the meaning of Section 27(1)(a) of the Act.

The claimant appealed to a court of referees, which, after having heard a representative of his union, unanimously upheld the decision of the insurance officer.

The union appealed to the Umpire, contending that the claimant would have accepted any employment notified to him but that at no time during the period he had drawn unemployment insurance benefit had he been offered work by the local office.

The union also requested an oral hearing before the Umpire, which was held in Ottawa on February 18, 1953, and which was attended by the Dominion Legislative Representative of the union and a representative of the Commission.

Conclusions—(The Dominion Legislative Representative of the union) argued before me that, following the jurisprudence laid down in decision CU-B 514, the claimant should not have been expected "to remain idle" in order to collect unemployment insurance benefit.

The relevant portion of CU-B 514 reads as follows:—

Claimants under the Unemployment Insurance Act are not prevented from "doing little things at home such as light repairs, housekeeping, gardening" or even at "the homes of members of their family" when it is done as a benevolent gesture. If, however, in order to fill up the gap of their unemployment, they undertake to do these "little jobs" for remuneration or profit, they then follow an occupation within the meaning of Section 29(1)(b) of the Act and are deemed not to be unemployed on any day they are so occupied unless they come within the provision of the exception therein quoted.

There can be no doubt that the claimant would not have been subject to disqualification under the Act had his participation in his wife's enterprise (assuming that the business is actually his wife's) been solely an act of benevolence, in order to fill up his leisure time, when he was not seeking employment, which he was expected to do.

His participation in the business, however, went far beyond the assistance which might be expected under similar circumstances of any married man who is temporarily unemployed and that which was contemplated in CU-B 514. According to the evidence on file, he gave, in effect, his full time to the restaurant, which he contends is operated by his wife, and made no efforts to obtain employment. This latter point is fully borne out by his statement that although "this summer there (had) been a shortage of workers (the local office) had never given (him) the opportunity of any kind of work" (this quotation is taken from the claimant's letter to the Dominion Legislative Representative of the union dated October 30, 1952, which is on file).

The claimant's status, while taking an active part in the operation of the restaurant and consequently carrying on an occupation for which it is customary to receive remuneration, is hardly consistent with that of an unemployed person who is genuinely in the labour field. Not only is he not seeking employment but, being busy in the restaurant during normal working hours, he places himself in such a position that "no employment will seek him", if I may use that expression.

(The Dominion Legislative Representative of the union) has also submitted that the investigation should have been made at the time of the claimant's application for benefit on November 23, 1951, when, allegedly, he stated that his wife was "in business for herself". Concerning that point, I consider that the Commission's representative, at the hearing, has satisfactorily explained that it would be impossible to investigate all claims for benefit which are made under the Act and that, since the claimant had not declared his participation in the operation of his wife's business, there was no particular reason to doubt that he did not fulfil the condition laid down in Section 27(1)(a) of the Act.

For those reasons, while there is no conclusive evidence that the claimant acted in bad faith, I will dismiss the appeal.

Decision CU-B 916, March 5, 1953

Held: *That the claimant, a young locomotive fireman who was discharged by a railway company and who upon filing a claim for benefit in a large industrial centre was disqualified under Section 27(1)(b) because he insisted on registering for work in that occupation, should have been allowed one month to look for the kind of employment he desired, after which period it could then be said that he had so unduly restricted his sphere of employment as to be considered not available for work within the meaning of the Act.*

Material Facts of Case—The claimant, single, 23 years of age, worked as a locomotive fireman for a large railway company from November 15, 1949 to July 31, 1952. On September 16, 1952, he filed an initial application for benefit and stated that he had been dismissed from the employ of the company after having served a 30-day term in jail for creating a disturbance outside the hours of his employment and off the company's property. On September 16 also, the manager of the local office submitted a report of possible disqualification to the insurance officer wherein he stated that the

claimant insisted on registering for employment as a locomotive fireman but that it was practically impossible to place him in that occupation.

The insurance officer disqualified the claimant from the receipt of benefit for an indefinite period as from September 16, 1952, on the ground that the claimant had not proved that he was available for work within the meaning of Section 27(1)(b) of the Act.

The claimant appealed to a court of referees, which, after having heard him, a representative of his union and two representatives of the local office, unanimously upheld the decision of the insurance officer.

The claimant's union appealed to the Umpire and to rebut the statements made before the court of referees by a representative of the local office that it was practically impossible to place the claimant in his usual occupation and that only one such placement had been made by that office in 18 years, it listed four big industrial companies in the claimant's city which employed a large number of locomotive firemen in connection with the operation of their plant locomotives.

In response to a request from the Chief Claims Officer of the Commission to enquire and report on the information contained in the union's appeal to the Umpire, the manager of the local office in a memorandum dated December 11, 1952, stated that all the companies mentioned by the union trained their own locomotive firemen and selected them from their regular personnel and that in regard to the statement made by the local placement officer before the court of referees that only one such placement had been made by the local office in 18 years, this had to do with a listing made by one of the companies some years ago, which was later cancelled when that employer secured the services of a retired locomotive engineer.

The claimant's union requested an oral hearing before the Umpire and it was held in Ottawa on February 18, 1953, and attended by the vice-president of the union and a representative of the Commission.

Conclusions—Under the Unemployment Insurance Act and the interpretation given thereto in decisions of the Umpire, a claimant is considered available for work only when he is prepared to accept at once any offer of suitable employment brought to his notice.

The question therefore which comes immediately to mind is, what is or was considered suitable employment for the claimant or, more specifically, at what

stage of his claim could employment outside his usual occupation be considered suitable for him.

The relevant section of the Act reads as follows:—

40(3) After a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers.

According to (the vice-president of the union), the expression "after a lapse of such an interval . . . as is reasonable" which appears in the above-quoted section, is interpreted by the Commission to mean a period of three months. (The vice-president of the union) has not stated the source of his information in that respect but I must say that such a ruling would be contrary to the spirit of the Act and in violation of the explicit wording of Section 40(3), which states that the reasonable lapse of time must be determined in the light of the "*circumstances of the case*".

Under Section 40(3) of the Act, therefore, each case is dealt with on its own merit, bearing in mind that the factors which affect the suitability of an offer of employment outside one's usual occupation are numerous and that the weight given to any particular one varies according to the presence or absence of certain others.

In certain cases, claimants have been allowed a substantial period of time in which to find employment of their own choice whereas in others they have been disqualified from the receipt of benefit almost immediately upon becoming unemployed because they had restricted their sphere of employment to work in their usual occupation which they could not reasonably hope to find owing to certain circumstances beyond their control or which they had deliberately created. In regard to the latter-mentioned cases, I would cite as an example decision CU-B 912, which deals with the case of a French-speaking stenographer from the City of Quebec who was not considered available for work within the meaning of the Act when, upon filing a claim for benefit in an Ontario centre where the English language is

spoken exclusively, she insisted upon accepting French stenographic work only. Her short period of unemployment carried little weight in determining the issue.

In the present case the claimant, upon registering for employment with the Commission's office in the City of on September 16, 1952, stated that he would accept work as a locomotive fireman only. At that time he was just beginning his period of unemployment, if we take into consideration the month he served in jail and that it was not until September 15 that he was finally dismissed from the employ of the (railway company).

There was no question of his returning to the employ of the (railway company) and there were no jobs in his occupation listed at the local office. In fact the local office had only one job of that kind listed in all the years of its existence. There is no doubt, therefore, that his chances of obtaining employment were materially lessened by the very nature of his occupation.

On the other hand there are quite a few large firms in, apart from the railway companies, which employ locomotive firemen and, although they usually select them from their own personnel, it is quite possible that a young man of the claimant's experience could obtain, through his own efforts, employment as such with one of these firms. Whether the claimant intended to make the necessary efforts is not shown in the records but I think that the benefit of the doubt should be given to him in that respect.

Taking all the circumstances of the case into consideration, I am of the opinion that the claimant should have been allowed one month in which to look for the kind of employment he desired while in receipt of benefit. After the month had elapsed and the claimant had not succeeded in obtaining employment as a locomotive fireman, it could then be said that he had so unduly restricted his sphere of employment that he was not "prepared to accept at once any offer of *suitable* employment brought to his notice", which as stated at the beginning of these remarks is the condition *sine qua non* of availability for work.

For those reasons the appeal is allowed to the extent that the claimant fulfilled the condition laid down in Section 27(1)(b) of the Act for the period from September 16 to October 16, 1952.

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 216 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 113 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts for the manufacture of supplies and equipment awarded during July are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.: (Building and Maintenance).....	4	\$ 9,428.30
Defence Production:		
(April Report)	157	16,198.00
(May Report)	158	1,449,330.00
(June Report)	149	1,002,783.00
Post Office	12	93,389.75
Public Works	1	6,400.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$144.10 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contracts. This amount has been or will be distributed to the 13 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

St John's Nfld: Terminal Construction Co Ltd, landscaping, Ebsary Estate. *Tuft's Cove N S*: Gunite & Waterproofing Ltd, exterior painting. *Chicoutimi P Q*: Louis Vezina, *exterior painting. *Farnham P Q*: Martin & Freres, *exterior painting. *Val d'Or P Q*: Courchesne & Lafleur Engg, exterior painting. *Ajax Ont*: Cornish Construction Ltd, construction of storm & sanitary sewers. *Aylmer Ont*: Hagersville Asphalt Paving Ltd, paving of roads. *Cobourg Ont*: T A Wilson Lumber Co Ltd, construction of houses. *Deep River Ont*: Shalamar Gardens, landscaping. *Goderich Ont*: Terminal Construction Co

Ltd, landscaping. *Lindsay Ont*: Walter J Holsgrove, *landscaping. *London Ont*: London Sand & Stone Ltd, paving of roads. *Midland Ont*: Borgstrom Bros Ltd, landscaping. *Rockcliffe Ont*: Dibblee Construction Co Ltd, paving of roads. *Winnipeg Man*: J H From, landscaping. *Cold Lake Alta*: Provincial Engineering Ltd, installation of electrical distribution system; Mix Bros Construction Co Ltd, construction of roads & driveways. *Leduc Alta*: J W Parsons Painting, *exterior painting. *Edmonton Alta*: Cosmopolitan Decorators, exterior painting.

Defence Construction (1951) Limited

Dartmouth N S: Mardo Construction Ltd, construction of air electrical bldg. *Bagotville P Q*: George Proulx Eng, construction of sewers, concrete block bldg & greenhouse. *Montreal P Q*: O Langlois Construction Ltd, installation of water & sewer services. *Senneterre P Q*: Atlas Construction Co Ltd, reconstruction of drill & recreational hall. *Camp Borden Ont*: Swansea Construction Co Ltd, installation of watermains & sanitary sewers. *Centralia Ont*: J H Turvey Electric Ltd, extension to electrical distribution system. *Downsview Ont*: Mal Nicholson, extension of railway siding. *Falconbridge Ont*: Angus Robertson Ltd, residual construction & related work. *Foymount Ont*: Angus

Robertson Ltd, residual construction & related work. *London Ont*: Sterling Construction Co Ltd, construction of ground services. *Winnipeg Man*: Kummenshipman Electric Ltd, installation of power & communications system. *Cold Lake Alta*: Bennett & White Alberta Ltd, construction of hangars. *Suffield Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of central laboratory. *Baldy Hughes B C*: Ben Ginter Construction Co Ltd, construction of access roads. *Esquimalt B C*: J A Pollard Construction, construction of electrical workshop. *Holberg B C*: Marwell Construction Co Ltd, residual construction & related work.

Building and Maintenance

Halifax N S: Steel Company of Canada Ltd, erection of fence, coal yard, Lady Hammond Road. *Dunnville Ont*: W A Moffatt Co, application of built-up roofs on hangars, No 6 Repair Depot Detachment, RCAF Station. *Mountainview Ont*: W A Moffatt Co, application of built-up

roofs on hangars, No 6 Repair Depot Detachment, RCAF Station. *Between Edmonton & Fort St John B C*: J Boshard & Son Ltd, patch painting of structural steel, Peace River Suspension Bridge, NWHS.

National Harbours Board

Montreal Harbour P Q: Creaghan & Archibald Ltd, repairs to expansion joints in deck of Jacques Cartier Bridge. *Churchill Harbour Man:* Bolton Construction Co

Ltd, construction of officers' residence. *Vancouver Harbour B C:* Moncrieff Construction Co Ltd, construction of millwright's shop, No 3 elevator.

Department of Public Works

Charlottetown P E I: Island Construction Ltd, surfacing west side of railway wharf. *Larry's River N S:* R K MacDonald Construction Co Ltd, breakwater repairs. *Margaree Harbour N S:* A J MacDonald & D A MacIsaac, pier replacement. *Meteghan N S:* Atlantic Bridge Co Ltd, wharf repairs. *New Harbour N S:* Mosher & Rawding Ltd, breakwater extension. *Parkers Cove N S:* M A Condon & Son, breakwater repairs. *South East Cove (Tancook), N S:* T C Gorman (Nova Scotia) Ltd, breakwater extension. *Scutiminac N B:* Andre F Richard, *dredging. *Green Point N B:* Lloyd G Smith, repairs & improvements to pier. *Kouchibouguac River N B:* C J Gaudet, construction of wharf. *Richibucto Cape N B:* Diamond Construction Co Ltd, *dredging. *St Louis Gully N B:* Andre F Richard, *dredging. *Chandler P Q:* McNamara Construction Co Ltd, *dredging. *Clarke City P Q:* J P Porter Co Ltd, *redredging. *Contrecoeur P Q:* Lucien Lachapelle, *dredging. *Gracefield P Q:* Amyot & Amyot, erection of public building. *Matane P Q:* A Lapointe & A Bellavance, shed reconstruction. *Montreal P Q:* C Howard Simpkin Ltd, installation of transformers, switchboard & alterations, etc, St James St Post Office. *Pointe-au-Pere P Q:* Mitis Construction Co, renewing of wharf lighting system. *Quebec P Q:* O Picard & Fils Inc, pipe tunnel installations, Marine Stores building; Magloire Cauchon Ltd, alterations to provide fluoroscope & radiology dept, Savard Park Hospital. *Riviere du Loup P Q:* Arthur Dionne, asphalt paving. *St Joseph de Sorel P Q:* Lucien Lachapelle, *dredging. *Ste Marthe de Gaspé (Rivière de la Martre)*

P Q: Gulf Maritime Construction Ltd, wharf extension. *Beamsville Ont:* R Timms Construction & Engineering Ltd, construction of public bldg. *Bloomfield Ont:* H J McFarland Construction Co Ltd, erection of public bldg. *Fort William Ont:* McNamara Construction Co Ltd, *dredging; Consolidated Dredging Ltd, *dredging. *London Ont:* Wainwright Construction Ltd, alterations to sanitary drains, Mental Infirmary; McKay-Cocker Construction Ltd, alterations to old Isolation Annex, Westminster Hospital; Towland Construction Co Ltd, road paving—Psychiatric Institution, Westminster Hospital. *Port Hope Ont:* McNamara Construction Co Ltd, *dredging. *Port Rowan Ont:* Detroit Construction Ltd, construction of breakwater. *Port Stanley Ont:* Peerless Construction Ltd, paving portion of wharf area. *Rondeau Ont:* McNamara Construction Co Ltd, *dredging. *Toronto Ont:* McNamara Construction Co Ltd, *dredging. *Whitby Ont:* Mannix Ltd, *dredging. *Black Bay (Bushell) Sask:* Burns & Dutton Construction Co Ltd, erection of fence. *Regina Sask:* Smith Bros & Wilson Ltd, erection of public bldg. *Cracraft B C:* F Gagne, float renewal. *Esquimalt B C:* Victoria Piledriving Co Ltd, wharf repairs. *Port Mann B C:* Gilley Bros Ltd, placing of rock at training dyke on Fraser River. *Port Washington B C:* Victoria Piledriving Co Ltd, wharf repairs & improvements. *Vancouver B C:* B C Marine Engineers & Shipbuilders Ltd, *docking, cleaning, painting & repairing dredge "PWD No 305" (King Edward); Burrard Dry Dock Co Ltd, docking, cleaning, painting & repairing dredge "PWD No 303" (Fruhling).

Department of Resources and Development

Prince Edward Island National Park P E I: Island Construction Ltd, asphalt seal coating, Dalvay-Stanhope & Rustico-New London Bay Highway. *Cape Breton Highlands National Park N S:* Fundy Construction Co Ltd, reconstruction of sub-grade, etc, Cabot Trail. *Halifax N S:* J Gray, demolition of barracks bldg. *Point Pelee National Park Ont:* Maren-tette Bros, installation of water system & electrical services for camp ground area;

Municipal Spraying & Oiling Co Ltd, asphalt seal coating of road. *St Lawrence Islands National Park Ont:* A F Simpson, construction of timber wharf with rock filled cribs, Gordon Island. *Riding Mountain National Park Man:* Commonwealth Construction Co Ltd, asphalt seal coating, No 10 Highway & Wasagaming Townsite Sts, etc. *Prince Albert National Park Sask:* Horton Steel Works Ltd, erection of steel water tank & tower,

Waskesiu Townsite. *Banff National Park Alta*: Baynes Manning Ltd, alterations & extensions to water & sewer system; Standard Gravel & Surfacing of Canada Ltd, construction of subgrade, etc, Trans-Canada Highway. *Jasper National Park Alta*: Western Construction & Lumber Co Ltd, asphalt seal coating, Banff-Jasper Highway; Marwell Construction Co Ltd, reconstruction of Banff-Jasper Highway. *Between Castlegar & International*

Boundary B C: Western Water Wells, drilling work on Columbia River. *Yoho National Park B C*: Dawson, Wade & Co Ltd, construction of subgrade, etc, Trans-Canada Highway. *Aklavik N W T*: Tower Co Ltd, construction of various bldgs. *Whitehorse Y T*: Campbell's Ltd, construction of foundation for Pan-American duplex bldg. *Upper Whitehorse Y T*: Campbell's Ltd, construction of garages.

Department of Transport

South Head Nfld: Newfoundland Engineering & Construction Co Ltd, construction of dwelling, concrete tower and storage bldg. *Argyle N S*: L E & P E Armstrong, construction of dwelling & light tower. *Scatari Island N S*: Robb Engineering Works Ltd, erection of tower. *Cap Des Rosiers P Q*: Emile Cloutier, renewal of brick facing on tower. *Rimouski P Q*: H J O'Connell Ltd, additional development of airport. *Rouyn P Q*: H J

O'Connell Ltd, additional development of airport. *St Timothee P Q*: Argo Construction Co Ltd, replacement of bridge by earth fill. *Sudbury Ont*: Raynor & Armstrong Ltd, additional development of airport. *Saskatoon Sask*: W C Wells Construction Co Ltd, construction of equipment bldg. *McInnes Island B C*: Stewart & Slade Construction Co Ltd, construction of dwellings & light-radio fog alarm bldg.

Prices and the Cost of Living*

Consumer Price Index, August 1, 1953

The consumer price index rose 0.3 per cent—from 115.4 to 115.7—between July 2 and August 1. It was the third consecutive rise following six consecutive declines.

The index is now at the same level as of January 1953.

The latest change, for the first time in many months, was largely attributable to factors other than foods which remained practically unchanged, moving from 112.7 to 112.8. Within the food group a substantial drop in the price of vegetables, coupled with decreases for fresh fruits and beef, was overbalanced by increases in bread, coffee, eggs, pork products and lamb.

The clothing index moved up 0.1 per cent from 110.3 to 110.4, as a result of an advance in the price of knitting yarn and a fractional increase in men's wear. The household operation series changed from 117.0 to 117.2 due to higher quotations for fuel oil and scattered slight increases in home furnishings and cleaning supplies.

The largest group index change was registered by the other commodities and services components which moved up 0.5 per cent from 115.2 to 115.8, reflecting higher quotations for gasoline and hospital

rates. The shelter index incorporated advances in both the rental and home-ownership components, and moved from 123.9 to 124.1.

The index one year earlier (August 1 1952) was 116.0; group indexes were: food 115.7; shelter 120.6, clothing 111.6, household operations 115.8, and other commodities and services 115.8.

Cost-of-Living Index, August 1, 1953

The cost-of-living index (1935-39=100) rose from 186.0 to 186.4 between July 2 and August 1. At August 1, 1952, it was 187.6.

Group indexes at August 1 (July 2 figures in parentheses), were: food 229.5 (229.2), rent 153.3 (152.9), fuel and light 153.6 (153.5), clothing 206.7 (206.5), home furnishings and services 195.9 (196.0), and miscellaneous 150.0 (149.2).

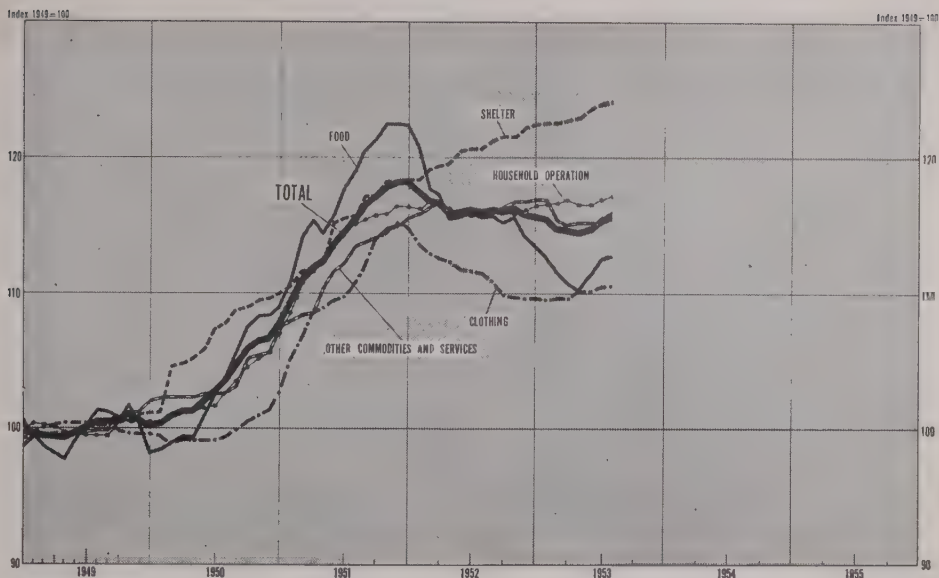
Group indexes one year earlier (August 1, 1952) were: food 238.0, rent 147.9, fuel and light 150.1, clothing 208.6, home furnishings and services 196.0, and miscellaneous 147.8.

City Cost-of-Living Indexes, July 2, 1953

Seasonal increases in food prices were mainly responsible for the advance in the

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



cost-of-living indexes for each of the nine regional cities between June 1 and July 2, 1953.

The increases registered ranged between 0.6 and 1.1 per cent.

This general advance was largely attributable to seasonal increases in the prices of eggs and fresh vegetables. Increases for several other food items, in particular bacon, lard, lamb, flour and oranges also contributed to the substantial gains made by the food indexes in all nine centres. Advances in bread prices were recorded in Montreal, Winnipeg, Saskatoon, Edmonton and Vancouver.

Fractional changes in the clothing indexes of seven of the nine cities were mainly due to fluctuations in the prices of women's hosiery. The principal changes in the home furnishings and services group indexes consisted of increases in telephone rates in Saskatoon and furniture prices in Halifax, Toronto and Edmonton. Fuel and light indexes were unchanged in seven cities while they moved up in Montreal and Winnipeg due to higher coal and coke prices in the former and higher domestic gas rates in the latter.

Increases in the rent indexes averaged 0.3 per cent in seven cities while the indexes

for St. John's and Halifax remained unchanged. Advances in theatre admission fees in St. John's and newspaper subscription rates in Toronto moved the miscellaneous items indexes up in those two cities. Indexes for the remaining seven cities remained unchanged.

Composite city cost-of-living index point changes between June 1 and July 2 were as follows: Montreal +2.1 to 192.2; Winnipeg +1.7 to 178.9; Saskatoon +1.7 to 185.1; Halifax +1.4 to 174.8; Saint John +1.4 to 182.4; Edmonton +1.2 to 179.0; Vancouver +1.2 to 188.8; Toronto +1.1 to 183.3; St. John's +0.7 to 101.9.*

Wholesale Prices, July 1953

Wholesale prices declined by 0.2 per cent between June and July, to 221.7. In July last year the index was 225.4. Of the eight major groups, five averaged lower in July than in June, while two advanced and one remained unchanged.

The animal products index dropped from 247.5 in June to 243.5 due to lower quotations for livestock, fresh and cured meats, leather, raw furs, hides and skins, and

*Index on base June 1951=100.

cheese. These outweighed seasonal strength in eggs as well as advances in fish, poultry, oils and fats, and footwear.

Lower prices for hardwoods, fir, cedar shingles, woodpulp and newsprint were reflected in a decline in the wood, wood products and paper index from 290.5 to 289.7, while the index for fibres, textiles and textile products fell from 241.7 to 241.2 due to lower prices for binder twine, worsted yarns and woollen cloth. Raw cotton and imported raw wool were slightly higher.

The non-ferrous metals index moved down from 168.6 to 168.3 when decreases occurred for tin, gold, copper, silver and solder which overbalanced an advance in lead. Weakness in commodities quoted on an export basis, such as newsprint, gold, cedar shingles, etc., reflected a slight easing in July of United States funds in terms of the Canadian dollar.

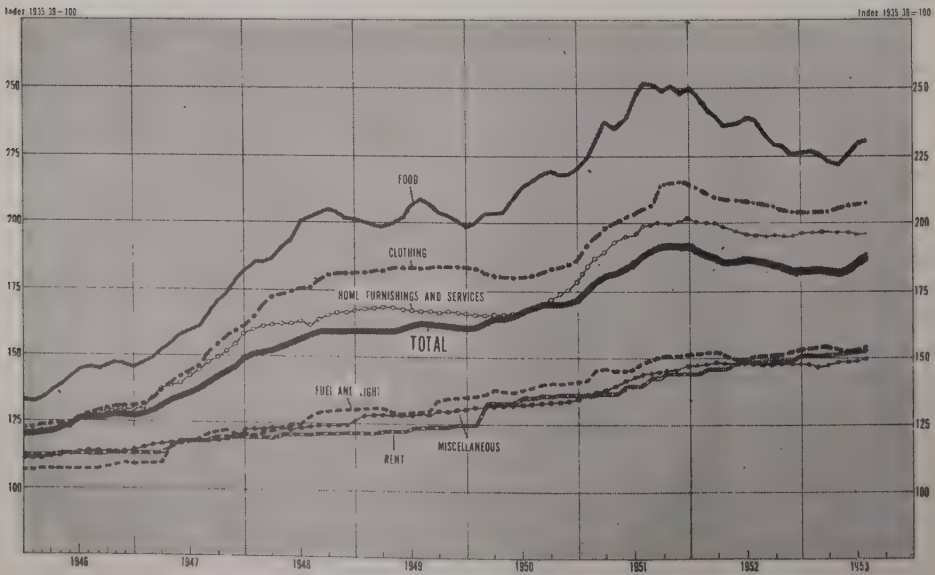
Lower quotations for fertilizer materials outweighed firmness in inorganic chemicals and paint materials to lower the total chemical products index from 176.4 to 176.1. In the non-metallics section, firmer prices for imported coal and crude oil were sufficient to raise the group index from 176.4 to 177.0. The index for iron and its products was unchanged at 220.6.

Firmer prices for bakery products, notably bread, coupled with increases for coffee, cocoa beans, potatoes, onions and canned fruits, outweighed losses in grains, livestock feeds, milled cereal foods, vegetable oils and natural raw rubber, to advance the vegetable products index from 197.4 to 198.7.

Canadian farm product prices at terminal markets changed narrowly from 219.3 to 219.2, the decline largely reflecting lower quotations for animal products. Lower prices for livestock, butterfat and western milk for cheese manufacture were responsible for a change in animal products from 268.8 to 265.3. Eggs were higher as well as fowl and eastern milk for cheese manufacture. Field products advanced from 169.9 to 173.1 when increases in eastern potatoes outweighed decreases in grains, western potatoes and hay.

The residential building materials index declined slightly between June and July from 284.1 to 283.9. Lower quotations were mainly concentrated in lumber although a slightly easier price tone was noted for the lath, plaster and insulation sub-group, as well as the roofing materials section. The paint and glass series moved up moderately.

COST-OF-LIVING INDEX FROM JANUARY 1946



Strikes and Lockouts

Canada, July 1953*

The idleness resulting from industrial disputes during the first seven months of 1953 has been consistently less than the man-days lost in the same period in 1952. In July 1953, the loss was somewhat higher than in the previous month but was only a fraction of the idleness in July 1952. Two stoppages with the greatest loss in July 1953 were gold miners at Pamour and South Porcupine, Ont., and truck drivers, warehousemen and helpers in South Western Ontario.

Wages and related questions were the central issues in 21 of the 30 stoppages in July 1953, causing 95 per cent of the total loss. Of the other disputes, three arose over union questions, four over dismissals or suspensions and two over causes affecting working conditions.

Preliminary figures for July 1953 show 30 strikes and lockouts in existence, involving 7,396 workers, with a time loss of 73,486 man-working days, compared with 31 strikes and lockouts in June, 1953, with 6,452 workers involved and a loss of 57,346 days. In July 1952 there were 54 strikes and lockouts, 56,263 workers involved and a loss of 888,243 days.

For the first seven months of 1953 preliminary figures show 99 strikes and lockouts, involving 24,097 workers, with a loss

of 283,924 days. In the same period in 1952 there were 150 strikes and lockouts, with 97,561 workers involved and a loss of 2,217,396 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in July 1953 was 0.09 per cent of the estimated working time; 0.07 per cent in June 1953; 1.07 per cent in July 1952; 0.05 per cent for the first seven months of 1953; and 0.38 per cent for the first seven months of 1952.

Of the 30 stoppages in July 1953, three were settled in favour of the employer, 10 were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month 11 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the *International Labour Office Year Book of Labour Statistics*.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May 1953 was 135 and 19 were still in progress from the previous month, making a total of 154 during the month. In all

stoppages of work in progress, 18,600 workers were involved and a time loss of 32,000 working days caused.

Of the 135 disputes leading to stoppages of work which began in May, five, directly involving 400 workers, arose over demands for advances in wages, and 58, directly involving 4,500 workers, over other wage questions; five, directly involving 400 workers, over questions as to working hours; 14, directly involving 3,500 workers, over questions respecting the employment of particular classes or persons; 51, directly involving 4,800 workers, over other questions respecting working arrangements; and two, directly involving 1,000 workers, over questions of trade union principle.

New Zealand

Figures for the first quarter of 1953 show 17 strikes involving, directly and indirectly, 2,512 workers and causing a time loss of 3,110 man-days.

*See Tables G-1 and G-2 at end of book.

United States

Preliminary figures for June 1953 show 500 work stoppages resulting from labour-management disputes beginning in the month; 250,000 workers were involved. The

time loss for all stoppages in progress during the month was 3,750,000 man-days. Corresponding figures for May 1953 are 525 work stoppages involving 270,000 workers and a time loss of 3,000,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 61.

Accident Prevention

1. **U.S. Bureau of Mines.** *Coal Miners Safety Manual; a Handbook for Miners*, by J. J. Forbes, M. J. Ankeny and Frances Feehan. Washington, G.P.O., 1943. Pp. 218.

2. **U.S. Congress. House. Committee on Education and Labor.** *Safety in Harbor Employment.* Hearings . . . on H.R. 5796 . . . Washington, G.P.O., 1952. Pp. 509.

3. **U.S. Congress. House. Committee on Education and Labor.** *Safety in Longshore and Harbor Work.* Report of the Subcommittee of the Committee on Education and Labor. Washington, G.P.O., 1952. Pp. 12.

4. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Providing for the Welfare of Coal Miners.* Hearings . . . Washington, G.P.O., 1952. Pp. 443.

5. **Great Britain. Joint Standing Committee on Prevention of Accidents in Paper Mills.** *Second Report.* London, H.M.S.O., 1952. Pp. 54.

Arbitration, Industrial

6. **Baker, Alton Wesley.** *Labor-Management Arbitration; Background of Arbitration and Survey of Arbitration Clauses in Ohio Collective Bargaining Contracts*, by Alton W. Baker and R. J. Davis. Columbus, c1951. Pp. 55.

7. **Slaby, Steve M.** *The Labor Court in Norway.* Oslo, Norwegian Academic Press, c1952. Pp. 38.

Discrimination in Employment

8. **U.S. Bureau of Labor Statistics.** *Negroes in the United States: Their Employment and Economic Status.* Washington, G.P.O., 1952, i.e. 1953. Pp. 58.

9. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Federal Equality of Opportunity in Employment Act; Report to accompany S.3368, a Bill to prohibit Discrimination in Employment because of Race, Color, Religion, National Origin, or Ancestry, with Minority Views of Mr. Hill.* Washington, G.P.O., 1952. 2 Parts.

Economic Conditions

10. **National Industrial Conference Board.** . . . *Resources: from Abundance to Scarcity by 1975? A Round Table Discussion.* New York, c1952. Pp. 52.

11. **Organization for European Economic Co-operation.** *European Economic Co-operation: a Survey.* Paris, 1951. Pp. 43.

12. **Shinner, Ernest Gardiner.** *Prosperity can be Permanent.* Chicago, Shinner Political Economy Research Foundation, 1951? Pp. 135.

13. **U.S. Economic Co-operation Administration.** *Special Mission to the United Kingdom. Report.* London, 1948. 3 Volumes. Contents.—v. 1. The highlights.—v. 2. Supporting facts.—v. 3. Statistical supplement. Library lacks volume one.

Employees—Training

14. **Minnesota. University. Industrial Relations Center.** *Training Programs for Maximum Manpower Effectiveness. Proceedings of a Conference held April 12-13, 1951, with the Cooperation of the Twin Cities Chapter of Society for Advancement of Management through the Center*

for *Continuation Study*, University of Minnesota. Dubuque, Iowa, Wm. C. Brown Company, c1952. Pp. 57.

15. **Training Conference of Educational Directors in Industry and Commerce.** 6th, Montreal, 1952. *Proceedings . . . April 24-25, 1952, Mount Royal Hotel, Montreal, Quebec. Theme: Toward Better Training.* Montreal, Canadian Industrial Trainers' Association, 1952. Pp. 153.

Human Relations

16. **Chase, Stuart.** *The Proper Study of Mankind . . . an Inquiry into the Science of Human Relations.* New York, Harper, c1948. Pp. 311.

17. **Hepner, Harry Walker.** *How to live and work Successfully with People in Business.* New York, Prentice-Hall, 1952. Pp. 272.

Industrial Disputes

18. **United States, Defendant.** *The Steel Seizure; Briefs for the Government and the Companies and the Record filed in the Supreme Court of the United States in the Steel Seizure Case (the Youngstown Sheet and Tube Company, et al. vs. Charles Sawyer, Nos. 744, 745) including Such Briefs for the United Steelworkers of America, CIO, and the Brotherhood of Locomotive Engineers, et al., as Amici Curiae.* Washington, G.P.O., 1952. 2 Parts.

18a. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *National and Emergency Labor Disputes.* Hearings before the Committee on Labor and Public Welfare and its Subcommittee on Labor and Labor Management Relations, United States Senate, Eighty-second Congress, on S.2999; a Bill to amend the Labor-Management Relations Act, 1947, so as to provide a More Effective Method of dealing with Labor Disputes in Vital Industries which affect the Public Interest and S.3016, a Bill to provide an Orderly Procedure for the Relinquishment of Possession of the Steel Plants under Conditions which will assure the Continued Production of the Articles and Materials required for the Common Defense. Washington, G.P.O., 1952. Pp. 767.

Job Analysis and Specification

19. **Gould, B. C.** *A Manual for Occupational Evaluation.* Rev. ed. New York, Stevenson, Jordan and Harrison, 1938. Pp. 30.

20. **U.S. Bureau of Manpower Utilization. Division of Occupational Analysis and Manning Tables.** *Informational*

Manual on Industrial Job Evaluation Systems. Washington, G.P.O., 1943. Pp. 28.

Labour Organization—Political Activities

21. **Calkins, Fay.** *The CIO and the Democratic Party.* Chicago, University of Chicago Press, 1952. Pp. 162.

22. **Patch, Buel W.** *Labor and Politics.* Washington, Editorial Research Reports, 1952. Pp. 583-599.

Labouring Classes

23. **Ireland (Eire) Department of Industry and Commerce.** *Report on the work of the Factory Inspection Service for 1951.* Dublin, Stationery Office, 1952. 1 Volume.

24. **Bondas, Joseph.** *Un Demi-Siècle d'Action Syndicale, 1898-1948; Histoire de C.S., de la C.G.T.B., et de la F.G.T.B.* Préf. de Louis de Brouckere. Anvers, Impr "Excelsior", 1949? Pp. 448. This book is a history of labour organization in Belgium.

National Safety Congress, Chicago, 1951

25. *General Sessions, 1951 National Safety Congress (Index to Transactions of All Sessions)* Chicago, National Safety Council, 1952. Pp. 64.

26. *Current Safety Topics in the Aeronautical Industries, as presented in the Subject Sessions of the 1951 National Safety Congress.* Sponsored by the American Society of Safety Engineers. Chicago, National Safety Council, 1952. Pp. 15.

27. *Current Safety Topics in the Air Transport Industry as presented in the Sessions of the Air Transport Section of the 1951 National Safety Congress.* Chicago, National Safety Council, 1952. Pp. 15.

28. *Current Safety Topics in, the Automotive and Machine Shop Industries, as presented in the Sessions of the Automotive and Machine Shop Section at the 1951 National Safety Congress.* Chicago, National Safety Council, 1952. Pp. 16.

29. *Current Safety Topics in the Cement and Quarry Industries, as presented in the Sessions of the Cement and Quarry Section of the 1951 National Safety Congress.* Chicago, National Safety Council, 1952. Pp. 23.

30. *Current Safety Topics in the Chemical Industries, as presented in the Sessions of the Chemical Section at the 1951 National Safety Congress.* Chicago, National Safety Council, 1952. Pp. 64.

31. *Current Safety Topics in the Coal Mining Industry, as presented in the Sessions of the Coal Mining Section at the 1951 National Safety Congress.* Chicago, National Safety Council, 1952. Pp. 52.

32. *Current Safety Topics in the Construction Industry*, as presented in the Sessions of the Construction Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 24.

33. *Current Safety Topics in the Electrical Equipment Industry*, as presented in the Sessions of the Electrical Equipment Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 19.

34. *Current Safety Topics in Farm Safety*, as presented in the Farm Safety Sessions of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

35. *Current Safety Topics in the Food Industry*, as presented in the Sessions of the Food Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

36. *Current Safety Topics in the Glass and Ceramics Industry*, as presented in the Sessions of the Glass and Ceramics Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 12.

37. *Current Safety Topics in Home Safety*, as presented in the Home Safety Sessions of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 32.

38. *Current Safety Topics in Industrial Nursing*, as presented in the Sessions of the Industrial Nursing Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 24.

39. *Current Safety Topics in the Maritime Industries*, as presented in the Sessions of the Marine Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

40. *Current Safety Topics in the Meat Packaging, Tanning and Leather Industries*, as presented in the Sessions of the Meat Packing, Tanning and Leather Products Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 32.

41. *Current Safety Topics in the Metals Industry*, as presented in the Sessions of the Metals Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 40.

42. *Current Safety Topics in the Mining Industry*, as presented in the Mining Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 84.

43. *Current Safety Topics in the Motor Transportation Industry*, as presented in the Sessions of the Commercial Vehicle Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

44. *Current Safety Topics in the Petroleum Industry*, as presented in the Sessions of the Petroleum Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 48.

45. *Current Safety Topics in Power Press and forging Operations*, as presented in the Sessions of the Power Press Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

46. *Current Safety Topics in the Printing and Publishing Industry*, as presented in the Sessions of the Printing and Publishing Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 16.

47. *Current Safety Topics in Public Employment*, as presented in the Sessions of the Public Employee Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 20.

48. *Current Safety Topics in the Public Utilities Industries*, as presented in the Sessions of the Public Utilities Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 20.

49. *Current Safety Topics in the Pulp and Paper Industry*, as presented in the Sessions of the Pulp and Paper Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 36.

50. *Current Safety Topics in the Railroad Industry*, as presented in the Sessions of the Railroad Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 40.

51. *Current Safety Topics in the Rubber Industry*, as presented in the Sessions of the Rubber Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 20.

52. *Current Safety Topics in School and College Safety*, as presented in the School and College Sessions of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 52.

53. *Current Safety Topics in the Textile Industry*, as presented in the Sessions of the Textile Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 20.

54. *Current Safety Topics in Traffic Safety*, as presented in the Sessions of the

Traffic Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 96.

55. *Current Safety Topics in the Transit Industry*, as presented in the Sessions of the Transit Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

56. *Current Safety Topics in the Wood Products Industries*, as presented in the Sessions of the Wood Products Section at the National Safety Congress. Chicago, National Safety Council, 1952. Pp. 16.

57. *Human Understanding—a Two-Way Communication* as presented in the Early Morning Sessions of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

Occupations

58. **Canada. Civil Service Commission.** *Civil Service Careers for College Graduates.* Ottawa, Queen's Printer, 1952. Pp. 86.

59. **Eaton (T) Co. Limited of Montreal.** *Retailing, a Career with a Future.* Montreal, 1952? Pp. 12.

60. **Great Britain. Central Youth Employment Executive.** *The Welder and Cutter.* London, H.M.S.O., 1952. Pp. 20.

61. **U.S. Employment Service.** *You and Your Job; Job Planning for Youth in a Defense Economy.* Washington, G.P.O., 1952. Pp. 22.

Paper Making Industry and Trade

62. **Canada. Combines Investigation Commission.** *Coarse Papers; Investigation into an Alleged Combine in the Supply, Distribution and Sale of Coarse Papers in British Columbia.* Ottawa, Canada. Dept. of Justice, 1953. Pp. 136.

63. **Canada. Combines Investigation Commission.** *Fine Papers; Investigation into Alleged Combines in the Manufacture, Distribution and Sale of Fine Papers.* Ottawa, Queen's Printer, 1953. Pp. 433.

Wages and Hours

64. **National Conference on Equal Pay, Washington, 1952.** *Report on the National Conference on Equal Pay, March 31 and April 1, 1952.* Washington, G.P.O., 1952. Pp. 25.

65. **Reder, Melvin Warren.** *The General Level of Money Wages.* Berkeley, University of California, 1951. Pp. 17.

Women

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Another 14-Year-Old Strike Ends

Another strike claiming the title "The World's Longest Strike" has ended after 14 years, one month and some odd days. The same man had served as picket for the last 12 years of the strike.

The Auto Mechanics Union (AFL) began picketing the Peterson Chevrolet Co. in Chicago in July 1939. The picket—since 1941 Alexander Orr manned the line—was removed early this month when the company agreed to a contract.

A 14-year-old Irish strike ended last May (L.G., June, p. 876).

Labour Statistics

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended June 20, 1953			Week Ended May 16, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population.....	10,020	5,002	5,018	10,006	4,995	5,011
A. Civilian labour force.....	5,387	4,197	1,190	5,321	4,151	1,170
Persons at work.....	5,172	4,024	1,148	5,108	3,969	1,139
35 hours or more.....	4,888	3,889	999	4,720	3,767	953
Less than 35 hours.....	284	135	149	388	202	186
Usually work 35 hours or more.....	89	70	19	177	130	47
(a) Laid off for part of the week.....	*	*	*	*	*	*
(b) on short time.....	22	15	*	25	19	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	14	13	*	20	20	*
(f) illness.....	16	12	*	20	15	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	24	14	10
(i) other.....	14	12	*	73	49	24
Usually work less than 35 hours.....	195	65	130	211	72	139
Persons with jobs not at work.....	125	96	29	99	80	19
Usually work 35 hours or more.....	120	93	27	96	78	18
(a) laid off for full week.....	10	*	*	11	*	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	48	39	*	54	45	*
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	50	35	15	20	14	*
(f) other.....	*	*	*	*	*	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work ⁽¹⁾	90	77	13	114	102	12
B. Persons not in the labour force.....	4,633	805	3,828	4,685	844	3,841
(a) permanently unable or too old to work.....	181	116	65	181	115	66
(b) keeping house.....	3,330	*	3,328	3,316	*	3,314
(c) going to school.....	543	271	272	663	334	329
(d) retired or voluntarily idle.....	561	408	153	509	383	126
(e) other.....	18	*	10	16	10	*

⁽¹⁾ Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended June 20, 1953			Week Ended May 16, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	101	89	12	124	113	11
Without jobs.....	90	80	10	114	105	*
Under 1 month.....	44			36		
1—3 months.....	24			38		
4—6 months.....	12			27		
7—12 months.....	*			10		
13—18 months.....	*			*		
19—and over.....	*			*		
Worked.....	11	*	*	10	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JUNE 20, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,387	114	416	1,518	1,946	954	439
Agricultural.....	901	*	61	210	240	367	21
Non-Agricultural.....	4,486	112	355	1,308	1,706	587	418
Males.....	4,197	96	331	1,185	1,474	772	339
Agricultural.....	841	*	56	203	217	345	18
Non-Agricultural.....	3,356	94	275	982	1,257	427	321
Females.....	1,190	18	85	333	472	182	100
Agricultural.....	60	*	*	*	23	22	*
Non-Agricultural.....	1,130	18	80	326	449	160	97
All ages.....	5,387	114	416	1,518	1,946	954	439
14—19 years.....	542	15	42	182	182	91	30
20—24 years.....	742	18	57	240	246	130	51
25—44 years.....	2,478	51	185	704	898	429	211
45—64 years.....	1,413	25	112	353	536	259	128
65 years and over.....	212	*	20	39	84	49	19
<i>Persons with Jobs</i>							
All status groups.....	5,297	111	403	1,485	1,923	947	428
Males.....	4,120	93	319	1,166	1,456	766	330
Females.....	1,177	18	84	329	467	181	98
Agricultural.....	900	*	61	210	240	366	21
Non-Agricultural.....	4,397	109	342	1,275	1,683	581	407
Paid workers.....	3,981	90	299	1,147	1,543	539	363
Males.....	2,940	73	227	849	1,125	390	276
Females.....	1,041	17	72	298	418	149	87
<i>Persons without Jobs and Seeking Work</i>							
Both sexes.....	90	*	13	33	23	*	11
<i>Persons not in the Labour Force</i>							
Both sexes.....	4,633	125	428	1,305	1,504	845	426
Males.....	805	28	82	210	234	155	96
Females.....	3,828	97	346	1,095	1,270	690	330

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,351	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.—June.....	2,629	21,163	52,472	13,343	8,450	98,057	44,184
1953—Jan.—June.....	2,369	14,679	40,769	14,093	6,426	78,336	32,300

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317				25,890				5,402	114,786
1952—Total.....	7,054	6,900				16,971				1,526	85,029
1952—Jan.—June....	3,315	3,790				11,551				919	54,103
1953—Jan.—June....	4,672	2,998	922	1,002	5,564	10,346	380	11,995	3,352	472	42,303

Due to changes in occupational classifications, comparisons with earlier periods can not be made for all groups. Where possible, comparisons are indicated in the above table

B—Labour Income**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	70	270	52	208	178	28	806
1952—Average.....	76	299	62	230	197	31	895
1950—December.....	64	251	50	193	162	26	746
1951—January.....	63	249	42	189	164	27	734
February.....	63	252	41	190	162	25	733
March.....	60	257	39	193	175	26	750
April.....	60	263	45	199	171	27	765
May.....	66	266	52	205	177	28	794
June.....	72	273	55	211	179	28	818
July.....	71	273	55	212	179	30	820
August.....	72	277	60	214	180	29	832
September.....	76	282	61	217	182	29	847
October.....	81	280	60	219	188	30	858
November.....	83	280	60	223	191	30	867
December.....	81	286	52	222	188	29	858
1952—January.....	79	279	49	215	188	29	839
February.....	80	284	47	216	193	29	849
March.....	74	290	48	218	193	29	852
April.....	63	291	53	222	193	30	852
May.....	69	292	60	227	197	30	875
June.....	71	292	61	231	200	30	885
July.....	71	294	70	234	201	31	901
August.....	78	304	75	234	197	31	919
September.....	80	312	74	236	198	31	931
October.....	82	314	77	239	202	32	946
November.....	83	318	75	242	202	32	952
December.....	76	322	62	245	205	32	942
1953—January.....	71	317	58	247†	203	32	928
February.....	69	322	56	235	207	31	920
March.....	61	325	57	236	213	32	924
April.....	61	326	63	253†	213	33	949
May.....	69	328	72	249	219	32	969

* Includes Newfoundland, since 1949.

† Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,468,811.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953	182.0	168.0	145.5	161.3	169.1	196.0	171.5	147.7	219.3	187.5
May 1, 1953	183.5	176.2	146.6	158.6	171.1	196.3	174.7	152.5	222.9	190.9
June 1, 1953	188.2	195.0	151.8	166.7	175.7	199.5	179.8	161.8	231.9	196.9
Percentage Distribution of Employees of Reporting Establishments at June 1, 1953.....	100.0	0.2	3.5	2.4	29.0	43.2	5.2	2.4	5.0	9.1

NOTE.—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953	182.0	444.4	244.6	57.33	200.1	522.2	260.8	59.44
May 1, 1953	183.5	450.0	245.4	57.52	200.8	523.9	260.8	59.44
June 1, 1953	188.2	462.7	246.3	57.73	202.4	528.5	261.0	59.48

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	June 1 1953	May 1 1953	June 1 1952	June 1 1953	May 1 1953	June 1 1952	June 1 1953	May 1 1953	June 1 1952
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	195.0	176.2	191.7	446.7	405.4	404.9	45.57	45.77	42.07
Nova Scotia.....	151.8	146.6	151.5	343.2	337.9	326.0	48.47	49.43	46.10
New Brunswick.....	166.7	158.6	174.6	399.2	385.5	383.4	48.69	49.44	44.67
Quebec.....	175.7	171.1	170.9	451.7	438.6	413.0	54.70	54.50	51.45
Ontario.....	199.5	196.3	191.6	487.2	477.8	438.5	59.82	59.65	56.10
Manitoba.....	179.8	174.7	176.6	387.3	374.1	357.6	55.38	55.05	52.07
Saskatchewan.....	161.8	152.5	158.5	367.2	341.2	334.4	54.94	54.15	51.15
Alberta.....	231.9	222.9	214.1	544.1	513.3	464.9	59.69	58.57	55.23
British Columbia.....	196.9	190.9	195.1	488.6	468.4	452.3	64.56	63.81	60.26
CANADA.....	188.2	183.5	182.5	462.7	450.0	420.2	57.73	57.52	54.08
(b) METROPOLITAN AREAS									
Sydney.....	110.1	109.9	112.3	287.5	292.6	293.0	58.38	59.54	58.32
Halifax.....	206.1	204.9	201.8	410.2	412.1	376.1	46.73	47.20	46.66
Saint John.....	166.0	164.2	170.9	353.5	344.3	336.6	45.66	44.95	42.21
Quebec.....	166.6	165.6	156.5	421.7	418.3	367.6	47.11	47.04	43.78
Sherbrooke.....	168.9	168.7	170.6	412.9	409.4	396.3	47.52	47.15	45.11
Three Rivers.....	171.1	164.4	178.4	451.4	433.8	446.9	52.82	52.82	50.12
Drummondville.....	174.7	174.2	178.3	472.1	476.5	440.2	51.76	52.37	47.27
Montreal.....	190.3	188.5	180.3	464.3	459.5	413.3	55.76	55.71	52.38
Ottawa—Hull.....	191.9	189.1	188.8	429.7	419.5	398.4	51.79	51.29	48.90
Peterborough.....	190.0	193.8	197.9	548.1	547.7	541.1	60.93	59.70	57.77
Oshawa.....	307.6	307.6	254.4	869.0	876.0	699.7	66.69	67.22	65.05
Niagara Falls.....	318.1	314.4	274.6	926.2	924.5	708.4	70.35	71.03	62.18
St. Catharines.....	244.6	243.3	242.8	668.0	664.0	638.3	66.95	66.91	64.52
Toronto.....	211.0	209.5	197.8	500.9	497.0	446.3	59.96	59.91	57.01
Hamilton.....	208.6	207.5	204.2	536.3	531.3	502.0	62.16	61.88	59.51
Brantford.....	188.7	190.3	210.1	522.2	529.8	587.0	57.49	57.85	58.01
Galt.....	168.3	167.4	152.4	443.3	441.0	381.0	54.11	54.15	51.30
Kitchener.....	184.4	184.2	170.9	481.1	476.2	418.0	55.48	54.97	51.95
Sudbury.....	183.8	185.1	177.4	444.4	432.5	394.4	72.59	70.14	66.78
London.....	209.3	204.0	192.6	487.0	472.3	426.4	55.06	54.79	52.41
Sarnia.....	313.7	312.5	321.3	793.1	805.9	766.6	69.99	71.39	66.14
Windsor.....	246.0	246.1	218.1	608.3	616.3	431.1	68.84	69.70	55.11
Sault Ste. Marie.....	262.9	260.4	246.0	680.3	629.9	596.4	68.62	64.14	64.44
Ft. William—Pt. Arthur.....	241.6	235.0	239.9	586.8	560.4	546.2	62.09	60.95	57.87
Winnipeg.....	177.6	176.0	173.8	377.4	373.5	351.2	51.85	51.81	49.32
Regina.....	180.3	177.1	168.2	397.8	389.3	355.5	50.23	50.06	47.87
Saskatoon.....	202.8	198.2	196.6	457.6	442.5	417.0	49.89	49.36	47.08
Edmonton.....	319.1	306.2	268.3	814.3	787.5	593.7	60.09	59.02	52.03
Calgary.....	233.4	229.5	224.6	505.2	493.6	464.8	55.79	55.46	53.27
Vancouver.....	204.6	200.5	203.5	483.2	472.1	459.5	59.22	59.05	56.63
Victoria.....	232.0	230.7	224.8	545.6	544.1	520.6	56.34	56.51	55.50
(c) INDUSTRIES									
Forestry (chiefly logging).....	129.8	90.9	156.6	428.7	311.1	481.5	57.30	59.37	53.24
Mining.....	121.6	120.6	124.6	288.8	284.5	282.3	68.55	68.10	65.40
Manufacturing.....	202.4	200.8	190.9	528.5	523.9	470.1	59.48	59.44	56.10
Durable Goods.....	265.8	263.3	246.6	700.4	694.1	607.6	64.02	64.04	59.87
Non-Durable Goods.....	161.6	160.5	155.0	405.2	401.8	371.2	54.67	54.58	52.24
Construction.....	190.8	175.6	192.3	614.9	557.9	562.3	60.62	59.80	54.96
Transportation, storage, communication.....	188.2	183.4	186.9	408.2	393.3	368.7	62.02	61.32	56.43
Public utility operation.....	199.9	194.9	194.7	447.6	429.2	409.3	65.90	64.85	61.92
Trade.....	182.6	180.0	174.2	406.3	399.9	370.3	48.61	48.55	46.43
Finance, insurance and real estate.....	181.6	181.1	179.0	324.7	324.1	305.4	52.06	52.11	49.62
Service ²	193.8	189.1	188.5	429.7	420.5	384.3	37.24	37.35	34.06
Industrial composite.....	188.2	183.5	182.5	462.7	450.0	420.2	57.73	57.52	54.08

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-1 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available; whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.62	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	41.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.8	135.5	56.64	42.2	146.8	61.95	41.5	122.4	50.80
June 1, 1953.....	41.7	135.9	56.67	42.1	147.0	61.89	41.3	123.0	50.80

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1953	May 1, 1953	June 1, 1952	June 1, 1953	May 1, 1953	June 1, 1952
Newfoundland.....	41.5	42.2	44.7	137.3	133.2	125.2
Nova Scotia.....	41.0	42.0	41.4	120.8	121.4	115.0
New Brunswick.....	42.5	42.5	42.6	118.3	120.6	111.6
Quebec.....	43.0	43.3	42.8	121.3	121.1	116.0
Ontario.....	41.5	41.4	40.6	143.9	143.5	137.5
Manitoba.....	40.1	40.9	41.0	131.1	131.1	122.8
Saskatchewan.....	40.9	40.8	42.0	135.8	134.3	132.4
Alberta.....	40.5	40.5	40.7	140.7	139.6	130.9
British Columbia.....	38.5	38.5	39.0	164.7	164.6	158.3
Montreal.....	42.0	42.3	41.9	127.9	127.8	121.1
Toronto.....	40.9	41.0	40.8	143.7	143.2	136.3
Hamilton.....	40.2	40.4	40.1	156.0	155.3	151.2
Windsor.....	42.1	43.0	31.7	164.4	165.3	161.1
Winnipeg.....	40.1	40.6	40.7	130.3	129.9	121.0
Vancouver.....	38.4	38.4	38.7	161.9	160.8	156.7

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1953	May 1 1953	June 1 1952	June 1 1953	May 1 1953	June 1 1952	June 1 1953	May 1 1953	June 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43-0	42-4	42-3	153-1	153-7	147-4	65.83	65.17	62.35
Metal mining.....	45-2	44-5	43-7	156-0	156-3	147-8	70.51	69.55	64.59
Gold.....	46-4	46-3	45-7	134-3	134-1	130-8	62.32	62.09	59.78
Other metal.....	44-4	43-4	42-3	170-1	170-9	160-1	75.52	74.17	67.72
Fuels.....	38-5	38-1	39-9	152-4	153-0	153-5	68.67	68.29	61.25
Coal.....	37-2	37-0	38-8	149-0	149-3	150-6	65.43	65.24	58.43
Oil and natural gas.....	43-0	42-3	44-1	163-0	165-7	162-9	70.09	70.09	71.84
Non-metal.....	43-1	42-9	42-0	141-8	143-3	134-0	61.12	61.48	56.28
Manufacturing	41-7	41-8	41-3	135-9	135-5	129-7	56.67	56.64	53.57
Food and beverages.....	41-6	41-4	42-5	116-2	116-6	110-6	48.34	48.27	47.01
Meat products.....	40-2	40-4	41-9	143-1	143-7	136-6	57.53	58.05	57.21
Canned and preserved fruits and vegetables.....	37-7	39-4	37-7	106-5	103-2	92-4	37.89	40.66	34.83
Grain mill products.....	43-5	40-9	45-8	128-2	127-2	119-7	55.77	52.02	54.82
Bread and other bakery products.....	44-6	44-3	44-8	104-3	103-7	97-1	46.52	45.94	43.50
Distilled and malt liquors.....	41-9	41-8	41-7	141-1	140-1	138-7	59.12	58.66	57.84
Tobacco and tobacco products.....	42-3	41-3	41-8	132-3	134-3	128-7	55.96	55.47	53.80
Rubber products.....	41-9	41-6	40-5	143-5	144-2	135-5	60.13	59.90	54.88
Leather products.....	40-7	41-3	39-5	96-6	95-9	92-1	39.32	39.61	36.38
Boots and shoes (except rubber).....	40-2	41-1	39-1	92-8	92-3	89-1	37.31	37.94	34.84
Textile products (except clothing).....	41-6	42-0	40-7	107-6	107-5	104-5	44.76	45.15	42.53
Cotton yarn and woven goods.....	38-3	39-0	36-8	109-9	110-3	103-8	42.09	43.02	38.20
Woolen goods.....	41-9	43-7	42-9	101-2	101-3	99-7	44.33	44.27	42.77
Synthetic textiles and silk.....	41-9	45-5	43-3	110-7	108-8	109-0	49.70	49.50	47.20
Clothing (textile and fur).....	38-4	39-3	38-0	94-7	94-8	91-1	36.36	37.26	34.62
Men's clothing.....	38-8	40-0	38-1	93-4	93-8	89-3	36.24	37.52	34.29
Women's clothing.....	35-5	36-0	35-7	98-7	99-7	94-0	35.04	35.80	33.56
Knit goods.....	40-1	41-1	38-6	95-7	95-4	93-8	38.38	39.21	36.21
Wood products.....	42-6	42-1	41-7	120-1	120-4	117-1	51.16	50.69	48.83
Saw and planing mills.....	42-1	41-3	41-1	127-5	128-6	125-8	53.68	53.11	51.70
Furniture.....	43-4	43-3	42-7	109-9	100-9	104-6	47.70	47.59	44.66
Other wood products.....	43-8	43-7	43-2	104-3	103-7	98-5	45.68	45.32	42.55
Paper products.....	44-0	43-8	44-4	150-9	150-4	141-9	66.40	65.88	63.00
Pulp and paper mills.....	44-4	44-3	45-3	161-1	160-9	150-0	71.53	71.28	67.95
Other paper products.....	42-6	42-3	41-5	120-3	119-2	114-1	51.25	50.42	47.35
Printing, publishing and allied industries.....	40-3	40-3	39-8	159-5	157-8	148-9	64.28	63.59	59.26
Iron and steel products.....	42-0	41-7	42-2	153-3	152-7	145-2	64.39	63.68	61.27
Agricultural implements.....	39-1	39-8	41-2	162-8	162-8	161-6	64.04	64.04	61.58
Fabricated and structural steel.....	41-6	41-4	42-3	162-6	161-9	150-8	67.97	67.03	63.79
Hardware and tools.....	42-9	42-8	42-4	137-6	135-9	130-8	59.03	58.17	55.46
Heating and cooking appliances.....	41-2	41-6	42-1	135-5	134-1	128-7	55.83	55.79	53.34
Iron castings.....	42-9	43-1	42-4	149-7	149-9	141-8	64.22	64.01	60.12
Machinery manufacturing.....	43-0	42-9	43-2	144-9	144-3	136-4	62.31	61.90	58.92
Primary iron and steel.....	41-2	40-0	41-9	170-5	169-6	157-9	70.25	67.84	66.16
Sheet metal products.....	41-1	41-0	40-8	141-6	142-2	134-8	58.20	58.30	55.00
*Transportation equipment.....	42-0	42-7	39-8	156-8	156-6	145-6	65.77	66.87	57.95
Aircraft and parts.....	43-4	43-1	43-7	154-8	154-5	145-7	67.18	67.05	63.67
Motor vehicles.....	42-9	43-8	42-2	167-8	169-2	164-9	71.99	74.11	53.10
Motor vehicle parts and accessories.....	42-0	42-2	41-0	157-3	156-8	152-1	66.07	66.17	62.36
Railroad and rolling stock equipment.....	39-4	41-1	39-8	157-6	157-6	140-9	62.09	64.77	56.08
Shipbuilding and repairing.....	43-3	43-8	43-1	146-5	145-9	135-7	63.43	63.90	58.49
*Non-ferrous metal products.....	41-7	41-6	41-3	151-2	150-2	145-0	63.05	62.48	59.89
Aluminum products.....	42-0	42-5	43-3	141-9	141-2	130-4	59.60	60.01	56.46
Brass and copper products.....	41-8	42-1	42-5	143-2	142-5	135-8	59.86	59.99	57.72
Smelting and refining.....	41-5	41-2	40-7	163-0	162-3	158-2	67.65	66.87	64.39
*Electrical apparatus and supplies.....	41-3	41-6	41-1	142-7	142-4	140-6	58.94	59.28	57.79
Heavy electrical machinery and equipment.....	41-3	41-5	41-0	156-7	156-4	155-2	64.72	64.91	63.63
*Non-metallic mineral products.....	44-1	43-9	44-8	135-3	133-3	127-8	59.67	58.52	57.25
Clay products.....	45-2	45-1	45-6	124-0	124-0	121-2	56.05	55.92	55.27
Glass and glass products.....	44-7	45-1	45-7	132-2	129-5	123-7	59.09	58.79	56.53
Products of petroleum and coal.....	41-6	42-1	41-8	182-7	181-6	175-4	76.00	76.45	73.32
*Chemical products.....	41-8	42-2	42-3	137-4	137-8	131-9	57.43	58.15	55.79
Medicinal and pharmaceutical preparations.....	41-5	41-1	41-2	113-3	112-9	106-1	47.02	46.40	43.71
Acids, alkalis and salts.....	41-6	41-3	42-3	156-4	157-4	152-1	65.06	65.01	64.34
Miscellaneous manufacturing industries.....	41-8	41-9	41-3	111-0	111-2	104-7	46.40	46.59	43.24
*Durable goods.....	42-1	42-2	41-1	147-0	146-8	139-6	61.89	61.95	57.79
Non-durable goods.....	41-3	41-5	41-3	123-0	122-4	118-4	50.80	50.80	48.90
*Construction.....	42-1	41-0	41-8	142-7	144-3	130-2	60.08	59.16	54.42
Buildings and structures.....	41-7	40-8	41-2	155-9	157-0	142-0	65.01	64.06	58.50
Highways, bridges and streets.....	40-2	39-0	42-2	111-8	111-5	103-9	44.94	43.49	43.85
Electric and motor transportation.....	45-2	45-1	44-7	135-3	134-5	129-3	61.16	60.66	57.80
Service.....	42-3	42-2	42-9	78-0	78-1	73-7	32.92	32.96	31.62
Hotels and restaurants.....	42-7	42-9	43-9	77-6	77-7	72-7	33.14	33.33	31.92
Laundries and dry cleaning plants.....	42-5	41-8	41-5	75-2	75-0	71-9	31.96	31.35	29.84

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.6	118.4
April 1, 1953.....	42.1	134.9	56.79	136.2	114.4	119.1
May 1, 1953.....	41.8	135.5	56.64	135.8	114.9	118.2
June 1, 1953 (1).....	41.7	135.9	56.67	135.9	115.4	117.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be

already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1947.....	59,862	31,219	90,081	69,314	29,577	98,891
August 1, 1948.....	30,499	19,709	50,208	63,558	32,715	96,273
August 1, 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
August 1, 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953.....	12,235	13,284	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953 (1).....	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953 (1).....	19,382	17,772	37,154	111,524	52,357	163,881

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JUNE 30, 1953⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 28, 1953	July 3, 1952
Agriculture, Fishing, Trapping	1,818	879	2,697	— 135	+ 575
Forestry	975	5	980	— 511	— 1,100
Mining, Quarrying and Oil Wells	785	34	819	— 99	— 159
Metal Mining.....	467	18	485	— 27	
Fuels.....	187	2	189	— 8	
Non-Metal Mining.....	55	7	62	— 49	
Quarrying, Clay and Sand Pits.....	14		14	— 8	
Prospecting.....	62	7	69	— 7	
Manufacturing	5,378	3,970	9,348	— 738	+ 858
Foods and Beverages.....	608	502	1,110	— 218	
Tobacco and Tobacco Products.....	3	5	8	+	1
Rubber Products.....	42	36	78	— 15	
Leather Products.....	134	232	366	— 24	
Textile Products (except clothing).....	111	262	373	— 42	
Clothing (textile and fur).....	339	1,635	1,974	— 87	
Wood Products.....	751	104	855	+	139
Paper Products.....	126	76	202	— 62	
Printing, Publishing and Allied Industries.....	316	158	474	— 36	
Iron and Steel Products.....	749	183	932	— 100	
Transportation Equipment.....	915	126	1,041	— 292	
Non-Ferrous Metal Products.....	217	106	323	+	46
Electrical Apparatus and Supplies.....	424	202	626	+	77
Non-Metallic Mineral Products.....	101	46	147	— 22	
Products of Petroleum and Coal.....	38	15	53	— 23	
Chemical Products.....	363	155	518	+	38
Miscellaneous Manufacturing Industries.....	141	127	268	— 118	
Construction	3,999	119	4,118	— 343	— 1,067
General Contractors.....	3,108	77	3,185	— 324	
Special Trade Contractors.....	891	42	933	— 19	
Transportation, Storage and Communication	1,337	298	1,635	— 584	
Transportation.....	1,199	140	1,339	— 473	
Storage.....	67	30	97	— 20	
Communication.....	91	128	199	— 91	See Foot- Note ⁽²⁾
Public Utility Operation	120	35	155	— 117	
Trade	3,126	3,286	6,412	— 886	+ 1,959
Wholesale.....	1,087	692	1,779	— 209	
Retail.....	2,039	2,594	4,633	— 677	
Finance, Insurance and Real Estate	1,421	936	2,357	— 446	+ 1,630
Service	3,328	10,968	14,296	— 938	+ 108
Community or Public Service.....	585	1,694	2,279	+	357
Government Service.....	994	681	1,675	— 539	
Recreation Service.....	219	145	364	+	14
Business Service.....	379	407	786	— 183	
Personal Service.....	1,151	8,041	9,192	— 587	
Grand Total	22,287	20,530	42,817	— 4,797	+ 2,360

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2) Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation—the change in these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT JULY 2, 1953⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,615	972	2,587	3,893	1,031	4,924
Clerical workers.....	2,194	4,266	6,460	7,401	15,006	22,407
Sales workers.....	1,607	1,642	3,249	2,944	7,648	10,592
Personal and domestic service workers.....	1,534	8,606	10,140	13,540	9,038	22,578
Seamen.....	28	.....	28	784	3	787
Agriculture and fishing.....	1,870	661	2,531	1,191	312	1,503
Skilled and semiskilled workers.....	8,532	2,663	11,195	49,322	13,112	62,434
Food and kindred products (inc. tobacco).....	108	31	139	543	427	970
Textiles, clothing, etc.....	245	1,690	1,935	2,810	8,944	11,754
Lumber and wood products.....	1,208	6	1,214	6,811	89	6,900
Pulp, paper (inc. printing).....	74	26	100	532	272	804
Leather and leather products.....	80	157	237	603	716	1,319
Stone, clay and glass products.....	31	10	41	143	33	176
Metalworking.....	1,080	41	1,121	6,100	417	6,517
Electrical.....	286	113	399	882	289	1,171
Transportation equipment.....	21	.....	21	361	31	392
Mining.....	196	.....	196	1,056	.....	1,056
Construction.....	1,920	.....	1,920	9,992	1	9,993
Transportation (except seamen).....	976	20	996	7,530	40	7,570
Communications and public utility.....	62	.....	62	322	6	328
Trade and service.....	352	396	748	1,417	793	2,210
Other skilled and semi skilled.....	1,667	138	1,805	7,044	783	7,827
Foremen.....	74	15	89	1,425	207	1,632
Apprentices.....	152	20	172	1,751	64	1,815
Unskilled workers.....	3,849	1,278	5,127	45,321	9,768	55,089
Food and tobacco.....	306	289	595	1,031	1,918	2,949
Lumber and lumber products.....	216	16	232	3,141	151	3,292
Metalworking.....	120	31	151	2,665	301	2,966
Construction.....	1,651	.....	1,651	10,840	1	10,841
Other unskilled workers.....	1,556	942	2,498	27,644	7,397	35,041
Grand Total.....	21,229	20,088	41,317	124,396	55,918	180,314

¹Preliminary—subject to revision.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1953; LIVE APPLICATIONS AT JULY 30, 1953

1 Vacancies (Source: U.I.C. 751)		Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 2 Live 3 Live 4 Live 5 Live 6 Live 7 Live 8 Live 9 Live 10 Live 11 Live 12 Live 13 Live 14 Live 15 Live 16 Live 17 Live 18 Live 19 Live 20 Live 21 Live 22 Live 23 Live 24 Live 25 Live 26 Live 27 Live 28 Live 29 Live 30 Live 31 Live 32 Live 33 Live 34 Live 35 Live 36 Live 37 Live 38 Live 39 Live 40 Live 41 Live 42 Live 43 Live 44 Live 45 Live 46 Live 47 Live 48 Live 49 Live 50 Live 51 Live 52 Live 53 Live 54 Live 55 Live 56 Live 57 Live 58 Live 59 Live 60 Live 61 Live 62 Live 63 Live 64 Live 65 Live 66 Live 67 Live 68 Live 69 Live 70 Live 71 Live 72 Live 73 Live 74 Live 75 Live 76 Live 77 Live 78 Live 79 Live 80 Live 81 Live 82 Live 83 Live 84 Live 85 Live 86 Live 87 Live 88 Live 89 Live 90 Live 91 Live 92 Live 93 Live 94 Live 95 Live 96 Live 97 Live 98 Live 99 Live 100 Live	
Office	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
								Regular	Casual	Transfers out
Newfoundland										
Corner Brook	136	306	137	32	6,556	2,150	931	209	19	545
St. John's	42	70	49	27	1,069	215	96	24	2	718
St. John's	3	76	88	5	4,755	1,853	808	164	13	24
St. John's	91	160								2,808
Prince Edward Island										
Charlottetown	366	636	389		933	891	719	308	177	101
Summerside	223	356	234		663	503	449	151	151	73
Summerside	143	280	155		270	380	270	184	26	282
Nova Scotia										
Amherst	1,704	4,063	1,527	15	10,391	7,628	5,378	2,757	845	350
Bridgewater	231				400	405	259	217	14	19
Halifax	50	71	50	2	411	257	111	37	8	383
Halifax	1,278	1,550	1,174	3	2,860	2,840	2,122	960	333	407
Halifax	1	55		1	511	84	365	56		2,617
Kentville	186	130	92		893	350	365	142		338
Liverpool	22	78	27		217	143	62	50	1	515
New Glasgow	46	619	40	1	1,445	797	739	507	103	189
Springhill		18	3		437	402	20	13	1	1,387
Sydney	51	1,098	96	8	1,930	1,835	1,190	612	373	316
Trenton	64	85	35		468	327	136	67	4	2,635
Yarmouth-Sheburne	6	128	6		789	259	197	102	8	400
New Brunswick										
Bathurst	2,366	4,234	2,136	1,013	13,150	6,655	3,374	2,397	316	8,668
Cambridge	27	102	31		1,379	388	97	61	17	5
Edmundston	55	249	47		1,483	396	332	205	11	882
Fredericton	16	286	92		1,780	346	352	210	10	610
Fredericton	130	293	132		1,284	305	212	128	31	353
Moncton	35	67	24		1,487	455	110	67	10	1,210
Moncton	1,418	1,540	1,277	636	2,602	2,406	957	661	153	998
Newcastle	31	54	1		1,016	2,406	957	661	153	414
St. John	504	1,460	533	362	2,739	1,757	1,100	825	70	1,776
St. Stephen	51	131	35	15	1,583	1,757	1,100	825	70	2,452
Sussex	37	60	11		148		127	100		757
Woodstock	62	52	23		459	108	42	33	2	2,295
Woodstock							59	34	8	454
Woodstock										131
Woodstock										88
Woodstock										348
Quebec										
Abasco	13,804	34,213	11,670	547	76,008	55,108	34,333	21,165	3,935	980
Abasco	90	156	71	8	273	273	172	151	5	56,476
Beauharnois	13	105	12	12	294	183	111	81	4	289
Buckingham	17	156	15	3	823	383	288	122	23	303
Causapscal	9	36	4		1,352	228	226	34	29	363
Causapscal							64			395

Chandler.....	9	28	151	580	120	38	26	277	249
Chicoutimi.....	301	285	17	956	967	353	158	1,030	995
Dolbeau.....	20	77	4	1,049	321	63	25	1,012	837
Drummondville.....	58	192	40	1,164	837	231	130	1,244	1,281
Farnham.....	4	45	33	454	238	19	9	459	409
Forestville.....	2	2	.....	169	217	2	2	359	453
Gaspé.....	73	20	5	573	308	19	47	276	177
Granby.....	131	219	.....	673	710	283	211	709	859
Hull.....	76	329	119	1,286	704	139	14	1,164	1,153
Joliette.....	198	335	121	1,126	671	480	241	1,042	1,183
Jonquière.....	116	392	99	1,363	1,197	579	256	1,544	1,184
Lachute.....	18	195	5	264	256	139	84	270	235
La Malbaie.....	8	68	16	981	213	54	53	516	241
La Tuque.....	68	351	21	194	333	244	194	326	194
Levis.....	253	336	18	1,573	829	256	169	1,086	1,479
Louisville.....	20	51	26	375	237	23	41	1,411	1,486
Maniwaki.....	35	626	43	394	530	755	306	62	199
Maniwaki.....	35	39	8	752	229	51	21	367	346
Megantic.....	6	217	17	487	414	213	5	500	304
Mont-Laurier.....	23	31	15	614	99	128	1	392	348
Montmagny.....	56	178	24	912	329	186	179	500	395
Montreal.....	7,670	19,777	6,627	23,013	24,449	18,533	11,488	22,015	20,162
New Richmond.....	12	438	26	642	369	162	129	467	312
Port Alfred.....	15	346	52	358	360	189	160	409	284
Quebec.....	1,087	2,007	897	7,086	4,427	2,873	1,460	5,502	4,819
Rimouski.....	718	121	19	2,362	207	201	62	739	802
Rivière du Loup.....	62	579	217	2,049	357	528	296	1,085	842
Rouval.....	18	44	6	556	103	50	41	323	384
Rouyn.....	86	264	114	2,108	610	269	137	1,141	841
Ste. Agathe.....	64	217	63	372	136	138	113	181	207
Ste. Anne de Bellevue.....	64	208	34	317	229	181	157	217	196
Ste. Therese.....	103	233	57	427	695	265	104	567	578
St. Georges Est.....	220	904	240	1,253	1,252	780	562	850	582
St. Hyacinthe.....	803	364	810	1,965	1,562	336	181	834	709
St. Jean.....	199	297	127	890	585	340	181	840	807
St. Jerome.....	59	255	76	599	1,732	231	166	1,366	500
St. Joseph d'Alma.....	26	131	19	1,147	331	139	188	1,320	944
Saint Ilse.....	33	632	79	1,043	436	414	227	1,356	318
Shawinigan Falls.....	50	259	55	2,030	911	303	205	1,989	1,050
Sorel.....	234	840	171	2,220	1,006	833	551	1,997	2,074
Sorel.....	98	261	86	931	523	253	147	1,037	904
Therford Mines.....	76	135	29	883	533	191	140	614	614
Three Rivers.....	176	563	169	2,804	1,492	937	442	1,921	1,819
Val d'Or.....	85	234	65	874	402	183	131	1,701	1,088
Valleyfield.....	62	258	8	1,246	708	366	201	1,135	1,033
Victoriaville.....	203	377	179	790	762	329	233	780	638
Ontario.....	16,697	47,648	13,803	51,737	74,241	51,287	27,537	52,285	47,178
Amrior.....	33	102	44	84	104	130	84	1,315	1,315
Barrie.....	221	572	260	443	746	525	235	463	352
Bellefleur.....	221	311	47	500	600	308	188	434	352
Bracebridge.....	285	435	31	560	308	395	188	434	352
Brampton.....	122	235	30	260	345	235	101	169	108
Brantford.....	102	584	98	1,770	272	239	101	139	138
Brockville.....	23	216	33	1,770	1,546	633	132	1,788	1,588
Carlson Place.....	7	23	10	108	410	294	185	1,192	1,192
Chatham.....	119	428	103	131	67	95	16	104	127
Cobourg.....	25	300	43	549	798	430	254	565	452
Cobourg.....	25	300	43	549	798	430	254	565	452

TABLE D-1.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1953; LIVE APPLICATIONS AT JULY 30, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)					Source: U.I.C. 751 Live Applications at July 30, 1953	
	Unfilled beginning period	Reported period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Regis- tered during period	Referred to vacancies	Placements			Unplaced end of period
								Regular	Casual			Transfers out
Ontario—Continued											
Collingwood.....	25	231	42	11	395	284	194	146	14	.....	256
Cornwall.....	68	797	61	2	816	1,299	841	548	181	23	1,078
Fort Erie.....	65	102	87	5	183	123	63	44	.....	.....	163
Fort Frances.....	66	68	34	11	156	108	69	48	8	.....	88
Fort William.....	170	804	134	79	627	1,104	775	527	79	62	368
Galt.....	143	306	89	26	328	526	321	202	6	.....	371
Gananoque.....	10	78	18	.....	82	158	105	42	11	.....	74
Goderich.....	76	127	61	12	150	148	109	51	14	.....	138
Guelph.....	183	337	131	3	379	605	485	250	18	5	423
Hamilton.....	626	2,344	633	4	4,462	5,904	2,737	1,272	625	32	4,516
Hawkesbury.....	40	68	30	6	274	183	68	50	3	.....	202
Ingersoll.....	75	198	40	.....	222	241	244	149	47	.....	147
Kapuskasing.....	147	338	189	22	880	247	158	121	3	4	147
Kenora.....	55	111	65	10	206	95	85	55	3	.....	127
Kingston.....	306	644	202	19	792	1,036	829	461	67	4	789
Kirkland Lake.....	137	207	48	38	477	443	252	143	23	35	378
Kitchener-Waterloo.....	357	704	264	.....	500	905	806	440	108	1	565
Leamington.....	61	297	59	.....	177	316	256	150	78	.....	871
Lindsay.....	112	151	89	.....	162	200	178	90	18	5	203
Listowel.....	51	58	31	9	139	97	62	35	1	.....	149
London.....	1,148	2,303	889	13	1,409	3,449	2,718	1,351	457	45	1,683
Midland.....	70	113	68	3	237	201	112	70	8	.....	249
Napanee.....	21	34	9	.....	359	197	53	34	1	.....	156
New Toronto.....	305	650	193	83	725	1,400	761	416	5	51	649
Niagara Falls.....	135	991	128	8	378	1,316	971	687	78	2	482
North Bay.....	95	576	89	5	467	809	598	287	198	5	377
Oakville.....	228	254	260	14	149	314	314	132	3	11	393
Orillia.....	52	360	30	4	244	561	437	309	35	2	283
Oshawa.....	291	1,089	295	8	1,669	2,049	1,305	689	187	4	1,758
Ottawa.....	1,113	2,260	1,090	3	1,855	2,980	2,081	1,202	286	32	1,963
Owen Sound.....	129	296	112	18	572	495	433	191	31	.....	651
Parry Sound.....	20	99	15	.....	78	133	84	66	.....	.....	87
Pembroke.....	104	509	151	7	516	898	537	267	91	13	499
Peterborough.....	65	131	57	7	173	252	131	100	173	1	515
Pierson.....	149	570	104	5	1,021	1,165	766	401	7	.....	920
Pretoria.....	26	90	102	6	104	103	102	66	1	.....	87
Port Arthur.....	260	987	176	59	1,338	1,442	960	679	90	108	821
Port Colborne.....	33	97	14	.....	275	362	214	164	15	9	610
Prescott.....	112	231	74	70	236	362	214	164	15	6	238
Renfrew.....	29	206	44	4	106	164	173	167	3	3	87
St. Catharines.....	335	928	227	76	936	1,490	923	684	64	6	967
St. Thomas.....	127	322	79	1	403	432	421	212	17	.....	313

Samia.....	97	359	72	43	875	535	459	254	39	4	607	472
Sault Ste. Marie.....	222	508	226	2	613	757	536	360	55	1	573	455
Simcoe.....	772	213	61	17	416	388	231	125	8	1	325	308
Sioux Lookout.....	41	69	32	.....	114	83	58	38	9	.....	62	52
Smiths Falls.....	79	90	16	.....	171	191	109	51	.....	.....	329	430
Stratford.....	72	235	48	19	335	365	291	100	87	.....	331	292
Sturgeon Falls.....	20	240	20	1	613	367	296	224	10	.....	523	783
Sudbury.....	283	1,161	228	3	1,414	1,689	1,043	965	59	18	1,055	641
Timmins.....	152	1,472	134	4	1,071	825	1,636	289	100	75	862	11,024
Toronto.....	5,576	16,685	4,846	25	12,991	22,194	17,569	7,550	4,879	617	13,311	391
Trenton.....	74	206	41	.....	361	600	291	205	3	7	470	153
Walkerton.....	11	136	62	0	160	185	105	111	.....	.....	160	224
Wallaceburg.....	10	227	8	2	337	400	261	124	97	3	355	854
Welland.....	20	504	34	.....	733	1,061	614	360	112	21	670	315
Weston.....	311	588	283	136	319	661	505	403	.....	8	359	3,087
Windsor.....	204	1,402	106	.....	2,197	3,877	1,753	794	316	1	2,723	141
Woodstock.....	132	271	104	14	204	349	249	181	20	.....	193	8,311
Manitoba	3,331	8,902	4,127	39	10,573	12,059	8,437	3,961	2,203	121	9,987	373
Brandon.....	467	1,768	414	0	418	772	598	381	40	2	379	240
Dauphin.....	136	113	35	.....	308	356	182	81	21	51	260	130
Flin Flon.....	136	133	138	12	146	222	135	57	53	.....	190	249
Fortage la Prairie.....	42	444	220	6	342	470	282	208	10	.....	328	31
The Pas.....	53	58	28	6	48	62	44	36	.....	1	46	7,288
Winnipeg.....	3,139	7,416	3,272	10	9,311	10,177	7,226	3,195	2,090	66	8,784	2,332
Saskatchewan	3,376	6,170	3,209	177	4,306	6,929	5,355	3,414	824	362	4,065	266
Estevan.....	72	123	60	.....	81	151	164	95	9	8	86	159
Moose Jaw.....	282	638	301	19	335	781	570	357	44	10	397	173
North Battleford.....	139	236	156	12	253	156	117	103	.....	1	173	582
Prince Albert.....	108	465	227	10	588	673	377	236	57	15	582	479
Regina.....	995	2,206	911	113	682	2,446	1,979	1,058	464	95	896	501
Saskatoon.....	1,278	1,619	1,061	8	1,328	1,947	1,595	1,182	176	268	1,530	570
Swift Current.....	169	186	134	6	130	199	184	153	.....	1	104	73
Weyburn.....	93	234	60	9	254	354	208	130	45	5	176	26
Yorkton.....	240	383	300	5	298	319	201	100	29	26	212	190
Alberta	3,578	10,451	3,019	160	8,448	14,215	10,861	6,359	1,707	517	7,277	6,388
Blairmore.....	78	63	35	.....	332	488	441	49	.....	.....	272	291
Calgary.....	1,302	3,568	1,060	2	2,864	5,998	3,675	2,126	719	57	2,607	2,613
Drumheller.....	326	327	34	48	436	1,170	974	2,969	.....	.....	2,891	2,307
Edmonton.....	1,342	4,163	1,099	28	3,318	5,440	4,622	2,302	900	490	2,684	2,366
Edson.....	120	278	164	47	201	300	923	138	.....	3	158	87
Lethbridge.....	390	1,355	232	4	726	1,368	1,339	1,188	63	15	488	506
Medicine Hat.....	95	429	141	.....	301	583	432	1,144	11	.....	264	243
Red Deer.....	166	237	167	7	213	269	211	70	14	3	214	137
Yellowknife.....	59	49	47	21	28	5	.....	.....	.....	.....	13	8

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(SOURCE: Form UIC 751)

1943—1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (6 months).....	920,138	348,328	1,268,466	319,971	158,770	478,741

TABLE D-6. VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, APRIL 1, 1953 TO JUNE 30, 1953

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va-		Placements		Va-		Placements		Va-		Placements		Va-		Placements		Va-		Placements		Va-	
	Reg-ular	Cas-ual	Trans-fer	Noti-fied	Reg-ular	Cas-ual	Trans-fer	Noti-fied	Reg-ular	Cas-ual	Trans-fer	Noti-fied	Reg-ular	Cas-ual	Trans-fer	Noti-fied	Reg-ular	Cas-ual	Trans-fer	Noti-fied	Reg-ular	Cas-ual	Trans-fer	Noti-fied
Agriculture.....	2	3	24	104	85	3	2	81	58	1	103	113	75	1	1	1,675	815	10	256	9,655	3,593	4,147	284	
Forestry.....	114	81						333	212		44	717	534		43	9,244	6,253	528	279	2,830	2,144	43	83	
Fishing and Trapping.....				5	4			11	10			2	2			44	16	2	2	14	7			
Mining, Quarrying and Oil Wells.....	106	106						208	208			47	50			1,428	907	10	176	945	630	19	151	
Metal Mining.....	106	106						2	1			22	20			776	428	10	174	762	451	15	150	
Fuels.....								98	99			15	20							12	9	1	1	
Non-Metal Mining.....								108	108							515	381		2	54	43			
Quarrying, Clay and Sand Pits.....																								
Prospecting.....												10	10			115	87			148	115	3		
Manufacturing.....	185	215	15	847	693	16	6	2,490	2,066	90	5	1,034	761	82	2	27,059	18,238	350	162	36,239	24,004	2,614	819	
Food and Beverages.....	17	9	7	721	591	5		483	237	39		209	159	17		2,888	1,903	87	5	4,815	3,083	395	36	
Tobacco and Tobacco Products.....								2	1							59	40			36	29	2		
Rubber Products.....																244	194	11		499	277	30	5	
Leather Products.....				1	1			44	43			7	6			1,265	835	1	3	700	452	16	6	
Textile Products (except clothing).....				9	8			33	33	1		89	75			1,873	1,325	12	25	1,689	1,209	93	16	
Clothing (textile and fur).....	8	6						45	33	1	1	7	11	2		5,153	3,190	18	2	2,329	1,491	40	25	
Wood Products.....	2	2		55	52			132	96	4		228	200	6	1	2,946	2,045	48	37	3,014	2,151	207	17	
Paper Products.....	119	117	2					10	8			179	120	31		1,041	871	16	4	1,601	938	388	39	
Printing, Publishing and Allied Industries.....	1		1	1				70	32	4		42	20	14	1	808	352	28	3	1,384	809	176	14	
Iron and Steel Products.....	6	6		9	3	4		834	794	10	1	22	15			2,744	2,172	46	24	6,437	4,330	424	209	
Transportation Equipment.....				18	17			699	678	3	1	114	40	2		2,697	1,805	13	36	5,138	3,720	206	310	
Non-Ferrous Metal Products.....								1	1			46	43			945	641	42	7	1,240	774	89	19	
Electrical Apparatus and Supplies.....																								
Non-Metallic Mineral Products.....				2	2			14	7	1		1				1,124	566	3		2,477	1,485	163	47	
Products of Petroleum and Coal.....								78	70	12		28	22			693	545	5	3	1,019	712	83	13	
Chemical Products.....	2	2						2	1							66	32	5		242	157	12	3	
Miscellaneous Manufacturing Industries.....	7	1	5	1	1			32	24	14	1	48	40	7		1,641	1,221	13	5	1,831	1,099	262	53	
								11	8	1		14	10	3		871	501	2	8	1,788	1,298	58	7	

Construction	291	177	747	255	232	18	258	1,843	1,587	120	775	5,940	2,614	53	396	16,635	13,827	378	938	23,248	17,077	1,124	1,519
General Contractors.....	268	153	747	187	173	9	257	1,520	1,362	77	771	5,665	2,417	32	394	11,939	10,156	311	815	17,157	12,890	709	1,389
Special Trade Contractors.....	23	24	.....	68	59	9	1	323	225	43	4	275	197	21	2	4,696	3,671	67	123	6,091	4,187	415	130
Transportation, Storage and Communication	13	7	2	74	52	15	.....	459	362	130	15	547	408	38	7	4,375	2,937	428	20	7,322	4,287	1,167	104
Transportation.....	11	5	2	47	37	6	.....	396	321	120	15	493	365	26	7	3,936	2,719	404	11	6,383	3,791	956	99
Storage.....	.....	.....	.....	12	7	.....	.....	13	7	5	.....	.....	.....	11	.....	284	155	8	.....	660	331	219	5
Communication.....	2	2	.....	15	6	9	.....	50	34	5	.....	43	32	1	.....	284	125	16	.....	279	165	12	.....
Public Utility Operation	1	1	.....	1	.....	.....	.....	18	19	.....	.....	7	5	1	.....	273	194	63	.....	773	513	70	6
Trade	111	57	25	429	193	84	.....	1,843	1,170	343	10	1,362	858	151	2	10,323	6,296	589	27	19,564	10,642	2,963	122
Wholesale.....	54	27	12	92	61	23	.....	1,583	986	217	.....	1,538	324	89	1	3,609	2,158	218	5	6,493	3,372	1,439	65
Retail.....	57	30	13	337	132	61	.....	1,260	884	126	10	834	534	62	1	6,914	4,008	350	22	13,071	7,270	1,524	57
Finance, Insurance and Real Estate	16	2	.....	15	11	.....	.....	203	120	16	1	135	76	6	.....	1,603	760	39	7	2,823	1,373	84	14
Service	191	131	19	1,029	347	332	3	4,433	1,938	1,779	5	2,971	1,382	782	36	29,879	14,346	8,165	237	38,797	17,140	10,032	383
Community or Public Service.....	11	8	.....	77	34	15	.....	289	145	58	.....	295	170	33	.....	1,505	854	128	11	3,346	1,946	289	31
Government Service.....	115	84	5	195	116	15	1	950	879	30	.....	592	505	18	3	2,382	1,943	228	39	5,431	3,706	137	39
Recreation Service.....	.....	.....	.....	10	.....	9	.....	180	52	71	.....	89	31	31	.....	2,806	1,368	133	14	2,282	721	965	22
Business Service.....	2	2	.....	131	9	113	.....	149	70	34	.....	56	33	3	.....	2,168	1,598	126	1	2,001	1,042	158	15
Personal Service.....	62	34	14	616	187	230	2	2,865	792	1,586	.....	1,939	643	697	33	22,928	9,583	7,550	172	25,737	9,725	8,503	276
Totals	1,920	780	61	771	2,559	1,617	269	11,922	7,750	2,479	958	12,875	6,765	1,114	486	102,738	64,519	10,541	2,104	142,250	81,410	22,313	3,485
Men.....	922	650	60	771	1,357	889	265	7,683	5,847	1,987	945	10,246	5,494	655	485	70,173	50,171	3,271	1,025	95,205	59,065	12,930	3,174
Women.....	108	130	1	.....	728	212	4	4,239	1,903	1,392	13	2,629	1,271	459	1	32,565	14,348	7,270	179	47,045	22,345	9,383	311

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, APRIL 1, 1953 TO JUNE 30, 1953

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada							
	Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements						
		Regular	Casual		Regular	Transfer out		Regular	Casual		Regular	Casual		Regular	Casual	Regular	Casual	Transfer out		
Agriculture.....	862	528	13	41	2,227	1,458	7	142	3,904	3,164	20	156	6,302	1,447	3,826	30	24,925	11,226	8,028	1,068
Forestry.....	77	52	.....	39	30	1	.....	1	287	206	10	84	1,662	1,348	7	24	15,294	10,831	588	597
Fishing and Trapping.....	47	44	1	.....	10	6	.....	.....	.....	.....	.....	.....	18	12	.....	.....	151	101	3	2
Mining, Quarrying and Oil Wells																				
Metal Mining.....	316	164	2	83	142	98	5	33	1,712	842	57	400	914	456	1	284	5,858	3,461	94	1,127
Fuels.....	280	141	.....	59	5	4	1	13	483	72	7	189	693	398	.....	284	3,129	1,624	33	869
Non-Metal Mining.....	3	3	.....	22	3	3	.....	3	847	530	23	36	19	18	.....	.....	1,054	716	27	62
Quarrying, Clay and Sand Pits.....	5	4	.....	10	2	0	1	1	11	9	.....	135	152	8	.....	.....	880	551	27	138
Prospecting.....	28	16	2	2	36	27	1	16	339	201	27	40	22	18	1	.....	354	281	4	.....
Manufacturing.....	4,623	2,426	368	61	1,305	803	173	21	2,851	1,777	335	90	7,568	5,854	373	36	84,201	56,937	4,446	1,202
Foods and Beverages.....	828	487	45	1	454	319	47	3	757	503	104	5	1,522	1,279	103	3	12,694	8,570	849	53
Tobacco and Tobacco Products.....	6	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	4	.....	.....	97	71	2	.....
Rubber Products.....	65	24	5	.....	4	.....	.....	.....	18	11	2	.....	96	59	.....	.....	757	480	42	.....
Leather Products.....	94	40	13	.....	10	6	.....	.....	41	29	3	.....	92	69	8	.....	2,201	1,431	24	9
Textile Products (except clothing)	1,280	574	40	.....	48	25	.....	.....	124	82	1	.....	226	149	9	.....	3,947	2,862	130	41
Clothing (textile and fur).....	440	160	155	2	75	54	13	1	315	218	40	47	3,339	2,789	84	17	10,546	5,561	111	31
Wood Products.....	122	71	16	26	3	3	.....	.....	22	11	.....	1	451	358	11	3	3,548	2,497	464	74
Paper Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Printing, Publishing and Allied Industries.....	224	108	31	2	111	60	12	.....	100	46	15	.....	182	96	33	1	2,924	1,523	314	21
Iron and Steel Products.....	462	286	6	6	221	102	76	.....	300	228	18	1	531	391	46	1	11,566	8,327	630	242
Transportation Equipment.....	378	217	9	1	210	113	12	.....	469	253	30	2	406	285	17	4	10,134	7,132	292	361
Non-Ferrous Metal Products.....	80	59	1	.....	1	.....	.....	.....	23	20	.....	.....	356	249	3	.....	2,701	1,788	135	28
Electrical Apparatus and Supplies.....	90	32	.....	18	5	4	.....	.....	23	11	5	.....	63	40	7	.....	3,798	2,145	179	67
Non-Metallic Mineral Products.....	191	138	.....	.....	74	60	1	.....	311	222	12	.....	75	53	17	3	2,471	1,824	130	20
Products of Petroleum and Coal.....	76	60	.....	2	59	38	6	7	64	30	23	33	38	19	5	1	647	337	51	46
Chemical Products.....	188	113	39	3	18	11	6	4	248	94	82	1	107	63	24	.....	4,145	2,685	454	67
Miscellaneous Manufacturing Industries.....	90	53	7	.....	12	7	.....	.....	35	19	.....	.....	76	49	6	.....	2,905	1,937	82	15
Construction.....	3,492	2,623	37	161	3,305	2,354	94	85	5,294	3,906	449	51	5,155	3,603	259	188	65,558	48,000	2,532	5,118
General Contractors.....	2,926	2,205	23	159	2,707	1,951	56	80	4,205	3,039	335	35	4,487	3,161	168	155	51,061	37,507	1,720	4,802
Special Trade Contractors.....	566	418	14	2	647	38	8	1,189	867	114	16	668	442	91	33	14,497	10,493	812	316	
Transportation, Storage and Communication.....	1,500	811	203	36	1,184	788	77	56	2,290	1,490	277	42	2,400	1,431	594	6	20,164	12,573	2,931	386
Transportation.....	1,325	742	185	36	946	671	36	52	1,931	1,341	121	34	2,073	1,305	538	6	17,551	11,199	2,374	280
Storage.....	137	49	18	.....	128	51	29	.....	277	85	154	8	197	132	46	.....	1,600	766	490	13
Communication.....	38	20	.....	.....	110	66	12	4	82	64	2	.....	130	94	10	.....	1,033	608	67	13

Public Utility Operation.....																			28
119	87	2	1	70	53	2	1	124	104	20	20	76	46	.....	1,462	1,022	158	28	
5,505	1,661	2,018	7	3,630	1,822	881	28	4,823	2,578	1,121	13	4,485	2,516	757	5	52,275	27,723	8,911	214
2,076	718	1,240	4	1,381	650	422	7	2,214	1,077	662	7	1,549	856	317	.....	19,179	9,529	4,639	89
2,829	943	778	3	2,249	1,172	459	21	2,609	1,501	459	6	2,936	1,660	440	5	33,096	18,194	4,272	125
Finance Insurance and Real Estate.....																			28
718	292	34	.....	319	168	19	.....	880	401	22	6	648	394	18	.....	7,360	3,597	238	28
8,761	2,441	3,718	138	5,789	2,100	1,128	159	9,551	3,837	2,790	119	9,900	5,310	1,732	81	111,301	49,072	30,547	1,161
863	355	193	7	1,503	343	30	28	915	570	68	10	821	492	46	3	9,715	4,917	860	90
1,102	747	6	100	1,117	689	29	111	2,059	1,617	52	21	2,292	1,880	34	46	16,235	12,169	554	362
372	120	51	.....	161	65	60	.....	257	99	104	1	215	101	48	1	4,373	1,560	1,472	38
469	173	50	3	137	92	5	16	441	257	45	5	501	311	48	.....	6,055	3,585	582	40
5,955	1,046	3,418	28	2,871	911	1,004	4	5,879	1,394	2,521	82	6,071	2,526	1,556	31	74,923	26,841	27,079	631
Totals.....																			10,831
26,020	11,129	6,396	567	19,011	9,651	2,386	526	31,816	18,405	5,101	1,011	39,128	22,517	7,567	654	388,549	224,543	58,476	10,831
14,856	7,874	2,169	542	12,668	7,485	1,533	418	21,604	13,662	3,145	921	23,211	15,502	3,216	610	257,925	166,639	28,422	10,056
11,164	3,255	4,227	25	5,343	2,166	853	108	10,212	4,743	1,956	90	15,917	7,015	4,351	44	130,624	57,904	30,054	7,5

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of June, 1953		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	1,573	976	76,125	255,385
Prince Edward Island.....	225	142	10,956	31,283
Nova Scotia.....	4,464	2,822	148,594	463,701
New Brunswick.....	4,852	2,758	159,533	506,234
Quebec.....	35,785	20,340	1,076,069	3,288,518
Ontario.....	24,675	12,938	683,346	2,071,401
Manitoba.....	3,908	1,424	117,594	335,179
Saskatchewan.....	757	300	28,579	86,177
Alberta.....	3,628	1,356	98,572	318,361
British Columbia.....	10,992	6,105	332,520	1,051,833
Total, Canada, June, 1953.....	90,859	49,161	2,731,888	8,408,071
Total, Canada, May, 1953.....	125,558	60,514	3,919,260	12,195,255
Total, Canada, June, 1952.....	84,812	41,475	2,539,696	6,726,957

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF JUNE 30, 1953

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	3,046	487	137	354	613	577	878
Male.....	2,850	458	130	336	560	547	819
Female.....	196	29	7	18	53	30	59
Prince Edward Island.....	515	93	43	78	100	59	142
Male.....	379	67	35	62	72	42	101
Female.....	136	26	8	16	28	17	41
Nova Scotia.....	8,956	2,813	749	1,054	1,442	931	1,967
Male.....	7,934	2,660	679	915	1,273	812	1,595
Female.....	1,022	153	70	139	169	119	372
New Brunswick.....	8,080	1,436	850	1,358	1,608	1,088	1,730
Male.....	6,662	1,201	725	1,064	1,370	937	1,365
Female.....	1,418	235	125	294	238	161	365
Quebec.....	56,062	14,419	6,003	7,455	8,480	7,177	12,528
Male.....	38,415	10,020	3,987	4,871	5,686	4,996	8,855
Female.....	17,647	4,399	2,016	2,584	2,794	2,181	3,673
Ontario.....	37,181	10,962	3,518	4,310	5,159	3,643	9,589
Male.....	24,631	7,785	2,230	2,716	3,121	2,202	6,557
Female.....	12,550	3,177	1,288	1,594	2,038	1,441	3,032
Manitoba.....	5,051	937	274	488	745	610	1,997
Male.....	2,819	556	122	262	363	297	1,219
Female.....	2,232	381	152	226	382	313	778
Saskatchewan.....	1,212	166	99	125	162	157	503
Male.....	723	81	50	70	93	90	330
Female.....	489	85	49	46	69	67	173
Alberta.....	6,771	1,749	322	639	1,368	1,046	1,647
Male.....	5,670	1,476	234	488	1,214	925	1,333
Female.....	1,101	273	88	151	154	121	314
British Columbia.....	15,380	3,548	1,216	1,959	2,494	1,718	4,445
Male.....	11,386	2,715	953	1,511	1,814	1,241	3,152
Female.....	3,994	833	263	448	680	477	1,293
TOTAL.....	142,254	36,610	13,211	17,820	22,171	17,016	35,426
MALE.....	101,469	27,019	9,155	12,304	15,566	12,089	25,326
FEMALE.....	40,785	9,591	4,046	5,516	6,605	4,927	10,100

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
JUNE, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,067	799	268	1,372	721	651	441
Prince Edward Island.....	230	139	91	231	182	49	60
Nova Scotia.....	4,862	3,173	1,684	4,746	3,186	1,560	1,180
New Brunswick.....	2,912	1,738	1,174	3,137	2,450	687	895
Quebec.....	28,402	17,444	10,958	24,621	18,280	6,341	11,136
Ontario.....	22,123	14,111	8,012	21,405	16,626	4,779	4,918
Manitoba.....	2,181	1,427	754	2,056	1,410	646	413
Saskatchewan.....	518	341	177	499	316	183	108
Alberta.....	1,912	1,156	756	1,902	1,349	553	456
British Columbia.....	8,545	4,520	4,025	8,403	5,603	2,800	2,081
Total Canada, June, 1953.....	72,752*	44,853	27,899	68,372†	50,123	18,249	21,718
Total Canada, May, 1952.....	71,476	45,298	26,178	81,828	57,635	24,193	17,338
Total Canada, June, 1953.....	68,788	40,968	27,820	74,066	49,698	24,368	19,814

* In addition, revised claims received numbered 12,815. † In addition, 12,927 revised claims were disposed of. Of these, 791 were special requests not granted, and 639 were appeals by claimants. There were 1,740 revised claims pending at the end of the month.

TABLE E-4.—REGULAR BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of June 1953	Month of May, 1953	Month of June, 1952
Claims Disallowed.....	6,858	13,375	7,342
Claimants Disqualified*			
Not unemployed.....			1,819
Disqualification—total.....	6,018	5,420	
6 days or less.....	3,223	3,468	
7 days or more.....	2,795	1,952	
Not capable of and not available for work.....	1,504	1,752	1,479
Refused offer of work and neglected opportunity to work.....	345	56	10,312
Discharged for misconduct.....	1,274	1,540	1,458
Voluntarily left employment without just cause.....	593	592	552
Failure to fulfill additional conditions imposed upon certain married women.....	4,419	4,698	4,059
Other reasons†.....	826	692	739
Total.....	1,406	2,367	1,284
Total.....	23,243	30,492	29,044

* Includes 4,994 revised claims, disqualified.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At the Beginning of Month	Total	Employed	Claimants*
1952—May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600†
February.....	3,283,000	2,928,300	354,700†
March.....	3,280,000	2,916,800	363,200†
April.....	3,278,000	2,917,900	360,100†
May.....	3,166,000	2,950,800	215,200

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1953

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS				Balance in Fund
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
TO 1948.....	\$ 441,772,355 96	\$ 87,948,417 69	\$ 15,449 49	\$ 35,485,221 38	\$ 565,221,444 52	\$ 117,486,505 31	\$	\$ 117,486,505 31	\$ 447,734,939 21
1949.....	98,531,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
1953.....	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	7,007,063 82	135,821,238 61	851,585,164 66
TO 1953.....	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	851,585,164 66
April.....	13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	19,182,442 11	850,304,754 92
May.....	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,755 09	196,987 95	12,385,743 04	856,030,977 02
June.....	12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	7,868 25cr.	8,390,696 40	864,568,478 88
July.....	*13,194,627 63	2,636,424 22	5,064 82	2,119,370 11	17,955,486 78	7,139,851 79	8,205 64	7,148,057 43	875,375,908 23
Sub-Total.....	52,230,640 18	10,446,480 43	11,071 61	8,209,490 33	70,897,682 55	44,108,303 90	2,998,635 08	47,106,938 98	875,375,908 23
Total.....	1,134,833,674 42	+228,800,354 99	156,698 04	127,827,375 46	1,491,618,102 91	593,883,651 83	22,358,542 85	616,242,194 68	875,375,908 23

* Stamps \$5,599,673.73 Meter \$1,631,215.42 Bulk \$5,915,956.63 D. V. A. \$47,781.85 Total \$13,194,627.63

+ Government Refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,827,834.25.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month

Calculated by the Dominion Bureau of Statistics

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 at 100*								Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous		
1914.....		79.7	92.2	72.1	75.1	88.3	69.6			
1929.....		121.7	134.7	119.7	112.6	134.8	105.0			
1933.....		94.4	84.9	98.6	102.5	93.3	98.2			
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2	
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1	
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8	
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4	
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8	
1950										
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8	
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7	
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8	
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2	
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1	
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3	
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0	
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4	
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3	
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5	
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1	
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6	
1951										
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3	
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4	
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9	
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2	
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3	
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0	
July.....	86.1	187.6	249.7	139.8	147.2	202.9	198.4	142.2	219.6	
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1	
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6	
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4	
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0	
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7	
1952										
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1	
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6	
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3	
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5	
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0	
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5	
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7	
August.....	86.1	187.6	233.0	147.9	150.1	208.6	196.0	147.8	214.8	
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	214.8	
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1	
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7	
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4	
1953										
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6	
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2	
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0	
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0	
May.....	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5	
June.....	83.3	184.8	225.7	152.6	152.6	206.4	196.2	149.0	207.9	
July.....	84.5	186.0	229.2	152.9	153.5	206.5	196.0	149.2	209.7	
August.....	84.9	186.4	229.5	153.3	153.6	206.7	195.9	150.0	210.1	

*For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

†Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO AUGUST 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.9	122.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1
July.....	115.4	112.7	123.9	110.3	117.0	115.2
August.....	115.7	112.8	124.1	110.4	117.2	115.8

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JULY, 1953

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	July 2, 1952	June 1, 1953	July 2, 1953						
St. John's, Nfld(?)	103.9	101.2	101.9	99.6	107.3	106.8	101.8	101.0	101.1
Halifax	179.6	173.4	174.8	220.0	128.5	155.3	221.9	188.7	139.9
St. John	186.4	181.0	182.4	222.2	132.1	152.0	228.7	189.3	152.0
Montreal	193.4	190.1	192.2	247.6	155.2	143.8	194.6	203.3	144.3
Toronto	184.4	182.2	183.3	218.2	162.2	178.5	207.2	189.1	148.3
Winnipeg	181.0	177.2	178.9	232.8	137.3	134.9	202.5	196.4	141.1
Saskatoon	183.0	183.4	185.1	241.8	135.4	162.2	217.8	204.2	133.9
Edmonton	178.5	177.8	179.0	236.9	129.7	121.3	213.7	191.6	143.8
Vancouver	189.8	187.6	188.8	236.5	140.0	174.3	217.2	194.8	154.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base—August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	July 1950	July 1951	July 1952	June 1953	July 1953	Price July 1953
Beef, sirloin steak	lb.	120.7	154.8	314.9	385.5	338.0	292.1	293.9	81.3
Beef, round steak	lb.	125.7	167.9	350.2	427.6	379.2	321.2	324.2	76.1
Beef, blade	lb.	132.7	162.3	375.3	434.5	409.1	342.0	342.0	54.5
Beef, stewing, boneless	lb.	136.7	168.3	418.7	557.6	477.7	401.5	399.3	54.0
Lamb, leg roast	lb.	109.9	152.8	322.5	361.0	340.0	281.6	300.8	86.1
Pork, fresh loin, centre-cut	lb.	125.3	143.8	242.2	289.7	235.2	281.9	274.0	73.4
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	277.5	346.9	270.7	289.0	288.8	54.3
Bacon, side fancy, sliced, rind-off	½ lb.	132.3	142.5	222.2	223.7	177.8	224.1	237.2	43.5
Lard, pure, package	lb.	151.3	159.6	188.3	273.8	143.5	176.6	180.3	19.6
Shortening, package	lb.	134.7	137.5	219.5	273.5	211.3	203.5	204.2	29.1
Eggs, Grade "A", large, carton	doz.	156.4	181.3	193.3	257.9	192.3	215.0	243.2	76.0
Milk	qt.	111.0	95.4	166.1	178.9	191.7	191.7	191.7	21.1
Butter, creamery, prints	lb.	140.5	148.0	211.0	251.0	230.4	234.1	232.6	63.5
Cheese, plain, mild, ½ lb.	pkg.	174.6	165.4	223.0	249.1	261.0	262.5	262.5	34.8
Bread, plain, white, wrapped, sliced	lb.	106.5	106.3	165.1	185.5	191.8	194.9	201.0	13.1
Flour, all-purpose	lb.	127.3	124.2	221.2	227.2	224.3	230.2	236.1	8.0
Corn Flakes, 8 oz.	pkg.	101.1	100.0	164.1	183.6	195.4	195.4	195.4	18.0
Tomatoes, canned, 2½'s	tin	129.9	137.7	172.5	237.2	299.6	246.5	244.6	25.8
Peas, 20 oz.	tin	117.5	121.7	144.9	159.4	170.4	175.2	175.2	21.8
Corn, Cream, choice, 20 oz.	tin	128.3	132.7	170.5	177.5	192.8	180.8	179.8	19.2
Onions, cooking	lb.	108.2	126.5	183.5	202.1	271.2	197.6	193.7	10.0
Potatoes, No. 1, table	10 lbs.	89.9	149.4	196.4	180.1	404.7	169.4	190.5	43.4
Prunes, pkg.	lb.	115.8	120.2	205.2	250.3	236.4	242.3	242.3	28.5
Raisins, seedless, bulk or in bag	lb.	104.0	108.6	133.2	167.9	172.5	166.5	167.2	24.9
Oranges, California	doz.	132.5	154.3	148.8	133.7	130.3	123.7	129.2	35.4
Jam, Strawberry, 16 oz.	jar	111.3	115.1	148.5	166.6	164.3	152.4	151.8	25.5
Peaches, 15 oz.	tin	101.5	106.1	140.6	154.0	154.7	145.3	145.3	21.5
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	164.8	202.6	182.2	167.8	167.8	10.5
Coffee, medium quality, in bag	lb.	141.6	131.7	272.3	313.2	310.0	310.6	310.3	106.2
Tea, black, ½ lb.	pkg.	145.2	131.6	181.0	185.4	187.5	175.5	175.5	50.5

*Descriptions and Units of Sale Apply to July 1953 Prices.

TABLE F-1.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per $\frac{1}{4}$ lb. pig.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade remov- ed), per lb.	Stewing, bone- less, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off per lb.		
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103.8	.....	^a 68.8	^a 52.0	^x 63.0	81.5	73.4	^c 42.0	59.5
P.E.I.—			^a	^a					
2—Charlottetown.....	83.8	74.8	60.8	52.6	51.0	74.0	62.2	37.8	45.8
Nova Scotia—			^a				^c		
3—Halifax.....	86.3	77.2	54.2	54.9	53.7	75.1	54.4	45.7	55.3
4—Sydney.....	84.0	75.9	ⁿ 57.3	58.6	54.6	77.7	59.3	43.1	50.4
New Brunswick—			^a						
5—Moncton.....	84.2	77.8	55.7	50.0	47.2	77.5	55.9	46.4	52.0
6—Saint John.....	83.8	76.5	^a 58.6	55.5	50.1	78.6	56.1	46.9	49.4
Quebec—									
7—Chicoutimi.....	97.5	95.6	63.8	52.0	51.3	76.4	70.6	40.6	49.8
8—Hull.....	75.4	74.8	^a 50.6	51.3	42.4	70.6	53.1	42.5	53.2
9—Montreal.....	92.0	87.5	^a 52.4	54.3	45.3	77.2	56.5	44.2	59.2
10—Quebec.....	95.2	92.4	ⁿ 50.1	48.4	50.7	67.6	56.6	39.1	54.8
11—Sherbrooke.....	87.6	80.4	ⁿ 54.5	56.3	42.9	69.2	53.5	39.4	46.1
12—Sorel.....	93.0	84.8	^a 59.4	50.1	50.8	67.4	49.9	38.5	56.0
13—Three Rivers.....	96.0	85.6	47.2	46.4	44.1	70.1	53.8	42.3	60.8
Ontario—									
14—Brantford.....	74.3	71.8	54.8	51.1	42.9	70.4	50.6	45.1	49.3
15—Cornwall.....	75.0	75.1	^a 45.7	53.6	40.4	72.4	53.6	42.9	54.3
16—Fort William.....	78.9	77.4	^a 59.2	59.0	52.3	75.0	.....	42.5	58.8
17—Hamilton.....	81.5	76.5	^a 54.1	54.5	45.6	74.1	47.3	44.9	52.4
18—Kirkland Lake.....	76.8	74.7	^a 54.8	52.0	46.2	77.2	^d 61.8	46.8	53.8
19—London.....	78.8	75.8	ⁿ 51.2	51.8	44.0	73.5	48.1	44.5	53.9
20—North Bay.....	71.7	71.2	ⁿ 51.2	49.3	46.2	72.1	49.8	45.2	53.0
21—Oshawa.....	73.8	73.7	49.7	49.3	43.4	73.0	44.4	43.7	48.2
22—Ottawa.....	78.6	72.8	50.8	53.3	39.9	75.9	^d 50.9	44.6	53.9
23—Sault Ste. Marie.....	76.6	76.0	ⁿ 54.0	58.9	50.1	76.1	60.1	44.2	55.9
24—Sudbury.....	71.8	71.6	52.3	51.3	44.9	69.1	^d 53.7	42.2	50.8
25—Toronto.....	82.0	77.7	ⁿ 55.8	52.3	42.9	74.1	46.2	44.8	47.8
26—Windsor.....	75.3	71.9	^a 51.1	57.4	44.9	74.4	^d 52.0	44.7	54.9
Manitoba—							^d		
27—Winnipeg.....	79.3	73.1	54.6	54.4	48.8	71.4	56.9	43.5	51.8
Saskatchewan—			^a						
28—Regina.....	77.9	71.8	55.2	56.4	44.6	73.3	55.2	43.5	53.8
29—Saskatoon.....	74.6	72.4	^a 53.8	58.5	47.8	70.1	^d 59.7	44.2	49.7
Alberta—							^d		
30—Calgary.....	78.6	73.3	63.7	56.8	41.8	69.3	58.0	42.5	53.8
31—Edmonton.....	71.8	68.5	ⁿ 48.8	52.8	45.5	66.3	49.8	43.4	45.8
British Columbia—			^a						
32—Prince Rupert.....	85.0	77.5	58.5	63.0	48.0	76.7	65.0	45.7	63.7
33—Trail.....	88.5	82.6	^a 62.4	64.8	.....	74.7	66.0	44.0	63.3
34—Vancouver.....	90.2	80.2	60.9	59.2	52.7	80.1	^d 63.8	43.4	54.9
35—Victoria.....	93.0	85.0	61.8	60.7	55.5	79.3	58.7	43.8	55.0

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Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain, white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs fresh, Grade "A", carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....		8-6	12-0	20-9	11-2	60-4	89-0	32-0	76-7
P.E.I.—									
2—Charlottetown.....	78-0	8-7	13-6	19-2	10-6	52-8	78-7	17-0	66-5
Nova Scotia—									
3—Halifax.....	82-5	8-6	12-8	18-3	9-6	49-6	78-4	20-5	66-2
4—Sydney.....	77-0	8-8	14-0	19-4	10-5	49-3	81-7	22-0	68-1
New Brunswick—									
5—Moncton.....		8-9	12-0	18-4	10-1	49-6	75-6	20-0	65-8
6—Saint John.....	87-7	8-6	12-7	18-7	9-9	49-2	80-8	21-0	67-3
Quebec—									
7—Chicoutimi.....	106-7	8-3	16-0	19-3	10-4	55-4	72-3	20-0	60-4
8—Hull.....		7-6	12-7	17-4	10-0	45-6	78-2	22-0	60-4
9—Montreal.....	85-0	7-7	12-7	17-3	9-5	48-2	80-5	20-0	60-8
10—Quebec.....	80-2	7-5	12-5	18-1	9-6	50-2	78-0	20-0	61-9
11—Sherbrooke.....	82-8	7-8	12-4	17-4	9-3	47-4	77-6	20-0	59-9
12—Sorel.....	89-3	7-6	12-7	17-7	9-7	46-5	71-4	19-0	59-6
13—Three Rivers.....		7-6	11-7	17-4	10-3	49-6	78-7	19-0	59-6
Ontario—									
14—Brantford.....	98-0	7-9	12-0	17-5	9-8	44-3	76-4	21-0	61-9
15—Cornwall.....		7-8	12-7	18-0	10-1	46-7	75-9	19-0	61-6
16—Fort William.....		7-8	13-3	18-6	10-7	52-8	73-8	23-0	63-3
17—Hamilton.....	85-5	8-1	12-0	17-5	10-0	45-1	78-1	22-0	63-4
18—Kirkland Lake.....	89-0	8-1	12-0	18-9	11-2	50-2	82-4	25-0	64-4
19—London.....	92-9	8-0	12-0	17-4	10-0	43-8	72-8	21-0	63-3
20—North Bay.....		8-4	12-7	19-4	11-3	48-8	80-2	22-0	64-4
21—Oshawa.....		7-7	12-0	17-2	9-7	46-2	77-3	21-0	62-3
22—Ottawa.....	88-0	7-9	12-7	17-5	10-0	48-2	79-2	21-8	61-9
23—Sault Ste. Marie.....		8-2	13-3	19-2	10-8	48-3	81-9	23-0	65-4
24—Sudbury.....		8-5	12-7	18-5	11-0	48-8	79-2	23-0	63-4
25—Toronto.....	88-1	7-8	12-0	17-4	9-5	44-4	76-9	22-0	62-7
26—Windsor.....	84-3	7-9	12-0	17-9	10-0	47-4	78-1	22-0	63-2
Manitoba—									
27—Winnipeg.....	90-4	7-6	15-0	17-8	11-8	67-1	71-4	20-0	62-1
Saskatchewan—									
28—Regina.....	76-3	8-0	14-4	18-7	12-8	62-9	67-8	19-0	60-1
29—Saskatoon.....		7-8	13-6	17-7	14-0	61-5	65-5	20-5	61-0
Alberta—									
30—Calgary.....	85-3	7-7	14-4	18-2	12-0	59-3	69-4	21-0	62-1
31—Edmonton.....	78-6	7-9	14-4	17-9	11-8	61-3	65-7	20-0	63-9
British Columbia—									
32—Prince Rupert.....	96-0	8-5	15-0	18-6	11-2	62-4	77-7	31-0	65-6
33—Trail.....	94-7	7-8	16-5	18-3	11-9	63-4	77-2	25-0	63-6
34—Vancouver.....	92-5	7-8	16-0	17-7	9-7	57-2	72-4	21-8	64-9
35—Victoria.....	105-0	7-8	16-0	17-9	10-0	57-3	75-9	24-0	65-8

TABLE F-1.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per $\frac{1}{2}$ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per $\frac{1}{2}$ lb. flat.	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, $2\frac{1}{2}$ (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	35-9	33-4	.....	34-1	.....	16-7	50-1	32-4	25-5	24-3
P.E.I.—										
2—Charlottetown.....	37-3	.....	21-4	30-3	28-2	19-1	20-4	28-7	22-4	22-0
Nova Scotia—										
3—Halifax.....	35-4	39-5	20-8	29-1	25-1	16-9	21-5	27-5	23-8	19-9
4—Sydney.....	36-9	37-4	20-7	29-1	26-0	18-5	23-1	28-4	23-1	20-8
New Brunswick—										
5—Moncton.....	34-9	38-6	22-8	29-9	25-9	16-7	21-9	26-2	23-5	19-7
6—Saint John.....	35-9	39-3	21-6	28-9	26-1	16-9	20-7	25-4	23-4	19-1
Quebec—										
7—Chicoutimi.....	36-6	.....	20-6	34-3	27-0	18-8	.....	26-1	22-8	20-8
8—Hull.....	33-5	.....	18-5	28-6	25-5	16-5	20-7	23-1	20-4	16-8
9—Montreal.....	34-3	.....	21-5	28-5	26-4	16-8	20-3	22-6	22-0	18-7
10—Quebec.....	34-8	.....	22-4	28-9	26-4	17-2	20-3	25-7	21-5	18-2
11—Sherbrooke.....	35-3	.....	20-7	30-2	24-7	16-9	20-3	23-7	21-6	20-2
12—Sorel.....	33-3	.....	21-3	29-6	26-1	16-6	22-2	25-0	18-9	18-0
13—Three Rivers.....	34-3	.....	19-2	28-3	25-4	17-9	.....	24-0	21-6	20-3
Ontario—										
14—Brantford.....	33-4	39-5	18-8	27-8	24-1	17-0	20-9	24-6	20-8	18-0
15—Cornwall.....	34-3	38-6	19-8	28-1	25-3	15-9	19-4	24-6	19-7	18-9
16—Fort William.....	35-3	40-5	18-7	28-6	24-6	18-2	21-3	25-4	22-0	19-6
17—Hamilton.....	34-5	39-7	20-1	29-2	24-7	16-8	19-8	24-2	20-9	17-9
18—Kirkland Lake.....	35-0	39-0	21-0	30-0	27-0	18-7	21-9	25-8	.....	19-2
19—London.....	33-8	39-0	20-2	27-4	26-1	17-0	19-9	24-8	20-9	17-3
20—North Bay.....	35-4	38-7	22-0	27-8	31-8	17-8	.....	25-2	23-0	19-1
21—Oshawa.....	33-4	39-7	20-0	27-0	24-0	16-5	20-0	23-8	20-3	17-2
22—Ottawa.....	33-9	39-5	19-1	28-9	25-3	16-6	21-6	23-8	21-2	17-0
23—Sault Ste. Marie.....	35-7	39-1	21-5	29-3	26-0	17-4	.....	25-8	21-4	18-8
24—Sudbury.....	34-2	37-8	20-8	29-4	26-0	18-0	.....	22-7	21-8	18-2
25—Toronto.....	33-3	39-7	19-7	28-4	23-8	16-8	20-1	23-5	21-0	16-6
26—Windsor.....	35-0	39-8	20-4	28-8	25-6	17-7	20-8	22-7	m 16-6	17-6
Manitoba—										
27—Winnipeg.....	35-5	41-2	18-5	28-1	24-9	17-4	22-1	25-5	m 18-7	19-0
Saskatchewan—										
28—Regina.....	35-8	40-9	17-7	30-4	25-1	18-8	23-9	29-2	22-4	20-2
29—Saskatoon.....	34-7	40-9	16-8	28-4	24-8	19-2	23-0	28-3	23-0	21-1
Alberta—										
30—Calgary.....	33-8	40-4	16-6	30-1	24-3	17-8	25-0	30-8	21-9	21-8
31—Edmonton.....	34-9	41-3	17-3	31-2	24-5	18-2	22-0	28-4	22-2	22-0
British Columbia—										
32—Prince Rupert.....	37-3	40-7	20-1	30-7	27-3	21-3	23-9	32-9	m 20-9	m 19-4
33—Trail.....	35-8	40-1	19-0	31-5	.....	20-4	24-6	31-9	m 21-0	m 21-4
34—Vancouver.....	35-5	40-2	17-6	27-6	23-8	17-2	22-0	28-9	m 15-7	m 15-8
35—Victoria.....	36-0	39-5	19-1	29-4	23-0	17-0	20-8	29-1	m 18-9	m 17-3

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

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Locality	Oranges, California, 288 5/8, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless Australian, per lb.	Tea, black, medium quality, per 1/2 lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—										
1—St. John's.....	45.9	31.8	42.0	12.4	34.4	26.3	61.4	124.4	.....	23.04
P.E.I.—										
2—Charlottetown.....	37.8	23.2	23.7	9.8	27.2	27.6	46.5	115.5	.....	17.50
Nova Scotia—										
3—Halifax.....	35.1	21.5	33.1	9.6	28.7	24.1	46.1	112.9	.....	19.44
4—Sydney.....	38.1	25.8	29.2	10.3	29.6	26.0	46.6	118.4	.....	13.60
New Brunswick—										
5—Moncton.....	35.7	22.0	26.8	9.4	27.6	25.7	45.9	109.7	.....	18.75
6—Saint John.....	36.9	21.7	30.2	10.0	29.1	26.5	47.7	113.2	.....	19.68
Quebec—										
7—Chicoutimi.....	35.4	18.5	32.4	12.0	29.7	28.0	55.5	110.9	29.00	.....
8—Hull.....	30.6	18.9	40.8	11.3	28.2	24.8	52.3	110.2	27.50	.....
9—Montreal.....	35.4	18.2	39.2	11.0	29.5	24.8	48.0	107.6	27.28	.....
10—Quebec.....	35.7	18.0	25.3	10.2	28.1	26.7	50.5	110.0	28.88	.....
11—Sherbrooke.....	33.9	17.9	28.8	10.2	28.8	24.7	54.5	108.8	26.75	.....
12—Sorel.....	35.4	18.0	33.9	11.6	27.0	22.9	52.5	109.4	26.50	.....
13—Three Rivers.....	33.3	18.3	26.5	10.2	27.7	25.6	54.2	110.2	27.00	.....
Ontario—										
14—Brantford.....	32.7	18.7	40.0	9.0	29.3	22.7	52.0	101.6	26.30	.....
15—Cornwall.....	32.1	19.0	34.2	9.7	28.3	24.1	52.0	107.4	28.70	.....
16—Fort William.....	37.2	20.1	51.6	9.4	26.1	25.0	51.0	105.1	26.38	.....
17—Hamilton.....	34.8	19.1	40.7	9.8	28.6	23.2	49.5	104.1	25.81	.....
18—Kirkland Lake.....	36.3	19.8	46.6	10.8	29.5	26.4	55.2	99.8	33.50	.....
19—London.....	32.7	19.0	51.8	9.9	27.8	23.0	48.7	104.4	26.75	.....
20—North Bay.....	34.2	20.3	43.8	8.9	.....	22.8	52.7	114.8	28.25	.....
21—Oshawa.....	34.8	19.3	51.7	8.6	26.9	22.8	54.6	102.6	26.90	.....
22—Ottawa.....	31.2	18.9	41.4	9.4	28.2	25.1	50.4	104.8	27.50	.....
23—Sault Ste. Marie.....	34.8	19.8	57.3	10.7	29.6	23.5	54.8	105.3	25.50	.....
24—Sudbury.....	34.8	19.2	34.6	9.5	26.2	24.6	50.6	100.2	28.50	.....
25—Toronto.....	29.4	18.9	48.4	8.4	27.6	24.6	48.3	102.8	24.59	.....
26—Windsor.....	38.7	19.0	52.0	9.2	31.8	24.5	50.2	105.0	25.75	.....
Manitoba—										
27—Winnipeg.....	38.4	19.8	43.4	9.6	28.4	27.3	47.3	100.2	.....	21.05
Saskatchewan—										
28—Regina.....	37.8	22.4	61.0	10.8	27.9	27.6	48.5	103.6	.....	18.30
29—Saskatoon.....	39.6	22.1	63.4	12.2	30.8	27.5	47.2	101.8	.....	17.98
Alberta—										
30—Calgary.....	36.6	23.6	54.9	11.6	28.1	25.5	48.2	100.6	.....	.....
31—Edmonton.....	38.4	23.3	58.3	13.2	29.7	25.7	48.2	104.6	.....	8.25
British Columbia—										
32—Prince Rupert.....	39.0	25.2	65.6	10.2	28.1	26.5	50.4	101.6	.....	22.90
33—Trail.....	35.1	25.3	48.6	10.3	27.5	26.9	50.2	97.9	.....	19.75
34—Vancouver.....	32.4	20.2	45.0	9.1	25.8	23.8	47.2	98.6	.....	19.93
35—Victoria.....	33.0	21.1	47.1	8.5	27.3	24.0	46.4	100.9	.....	21.56

carton and loose. (h) Evaporated milk, 17.0 c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—
 Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Revised
 price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Description of Index	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzer-land	Egypt	South Africa	Australia	New Zealand
		Con-sumer Price Index, Dominion Bureau of Statistics	Con-sumer Price Index, Bureau of Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living, Federal Labour Department	Consumption Price Index	Cost of Living, Census and Statistics Office	Cost of Living	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities														
Base Period		1949	1947-49	1939	January, 1952	August, 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1938-39 = 1000	1st quarter 1949 = 1000
1922		(a) 74.9	(b) 71.6		(f) 183	(h) 185				(c) 164		110.1	(d) 719	(f) 719
1926		75.9	75.6		(f) 172	(h) 176				(e) 162	125	106.3	(f) 763	763
1929		75.8	73.3		(f) 164	(h) 176				(e) 161	118	106.6	1150	758
1933		58.8	55.3		(f) 140	(h) 151				(e) 151	99	93.2	1029	600
1939		63.2	59.4	100.0	(f) 158	(h) 178	(m) 108		107.5	(e) 138	(£) 103	99.9	1029	748
1940		65.7	59.9	100.7	(f) 184	(h) 205	(m) 129		122.5	(e) 151	113	103.4	1051	810
1941		69.6	62.9	104.4	(f) 199	(h) 226	(m) 150		141.7	(e) 174	138	108.2	1111	872
1944		74.6	75.2	199.1	(f) 201	(h) 295	(m) 285		158.2	(e) 207	279	128.8	1270	884
1945		75.0	76.9	213.5	(f) 203	(h) 295	(m) 393		157.5	(e) 209	283	132.2	1270	884
1946		77.5	83.4	266.7	(f) 203	(h) 291	(m) 345		160.3	(e) 208	257	134.7	1278	891
1947		84.8	95.5	300.3	(f) 203		(m) 1030	4575	162.1	(e) 217	279	131.7	1309	919
1948		97.0	102.8	318.9	(f) 108	(f) 99	(m) 1632	4847	172.4	(e) 224	281	147.6	1392	992
1949		100.0	101.8	336.0	(f) 111	(f) 100	(m) 1818	4915	175.9	(e) 222	278	153.2	1328	1009
1950		102.9	102.8	356.2	(f) 114	(f) 101	(m) 1945	4849	177.7	(e) 222	283	139.3	1368	1066
1951		113.7	111.0	401.0	(f) 124	(f) 109	(m) 1945	5320	207.5	166.7	319	141.0	1406	1183
1952		116.5	113.5	455.7	102.6	(f) 118	145.4	5546	223.0	170.8	325	135.6	2327	1275
1952—March		116.9	112.4	448.8	100.6		148.1	5546	223.0	170.8	325	135.6	2366	1253
April		115.8	112.9	451.3	102.2		146.0	5501	223.1	170.8	321	135.1		
May		115.9	113.0	457.8	102.2	115	144.5	5522	223.6	170.8	321	135.1		
June		116.0	113.4	463.9	103.9		143.1	5559	225.1	171.3	321	135.1	2488	1270
July		116.1	114.1	464.8	103.8		142.8	5572	224.8	170.9	320	134.4		
August		116.0	114.3	466.6	103.2	122	144.8	5575	225.2	171.3	317	135.3		
September		116.1	114.1	464.1	103.0		145.7	5615	224.9	171.6	316	130.3	2524	1284
October		116.0	114.2	465.0	103.9		144.9	5626	224.3	171.1	288	131.4		
November		116.1	114.3	467.6	103.8	123	144.4	5633	224.2	171.2	288	131.4		
December		115.8	114.1	432.7	104.5		145.4	5612	224.3	171.0	286	130.6	2530	1284
1953—January		115.7	113.9	462.4	104.4		145.6	5603	(n) 224.3	169.9	286	130.6		
February		115.5	113.4	457.2	104.7		146.0	5614	(n) 223.9	169.3	286	130.6		
March		114.8	113.6	449.9	105.4		145.2	5613	224.4	169.3	286	130.6	2558	1306
April		114.6	113.7		106.4		144.7	5688	224.2	169.8		130.6		
May		114.4			106.4		145.5		224.4	169.5				
June		114.9					145.4							
July		115.4					145.4							

(a) First of Month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. (j) Revised Index. (k) Series on June, 1947 base. (l) Average June-December. (m) Average of quarterly indexes. (n) Annual averages 1938 = 1950 are on base 1938 = 100. (o) Revised Index.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	June 1952	May 1953	June 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	240.2	226.0	226.3	220.1	221.7
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	218.6	210.3	212.4	197.4	197.4
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	297.7	248.2	245.7	239.1	247.5
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	295.9	251.5	252.8	241.2	241.7
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	295.5	291.0	294.6	290.3	290.5
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	208.7	219.0	218.2	221.2	220.6
*VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	180.6	172.9	171.5	168.1	168.6
*VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	169.8	173.9	173.3	173.9	176.4
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	177.9	176.2	176.4
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	220.4	206.3	207.2
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	230.3	228.3	230.4
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	289.8	287.5	285.7	285.4	288.6
Residential Building Materials.....			112.4	89.0	102.3	286.2	284.8	283.5	282.8	284.1
Canadian Farm Products Total.....			140.8	69.3	92.6	268.6	247.2	267.9	216.9	219.3
Field.....			137.2	69.3	83.7	200.4	216.9	244.4	170.6	169.9
Animal.....			144.4	69.2	101.5	336.9	277.5	271.4	263.2	268.8

† Gold is included from 1935 to date.

*Arithmetically converted from base 1926=100.

The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14†	14	2,136†	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
May.....	17	30	2,740	4,784	36,127	0.04
June.....	16	31	4,809	6,452	57,346	0.07
July.....	14	30	4,650	7,396	73,486	0.09
Cumulative totals.....	99		24,097		283,924	0.05
1952						
January.....	13†	13	5,374†	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
May.....	30	44	14,853	23,360	248,575	0.30
June.....	28	42	44,704	59,706	717,845	0.87
July.....	29	54	8,941	56,263	888,243	1.07
Cumulative Totals.....	150		97,561		2,217,396	0.38

*Preliminary figures.

†Strikes un-terminated at the end of the previous year are included in these totals.

‡The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars (?)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1953				
MINING— Silver and lead miners, Alice Arm, B.C.	1	100	2,400	Commenced May 15; for a new agree- ment providing for increased wages and union security following refer- ence to conciliation board; unter- minated.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	176	2,750	Commenced April 22; for new agree- ments providing for increased wages, reduced hours from 44 to 40 per week and other changes follow- ing reference to conciliation board; terminated July 21; negotiations; compromise.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Preston, Ont.	2	(³) 258	5,600	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week following reference to conciliation board; untermi- nated.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Plessisville, P.Q.	1	57	1,300	Commenced May 19; for a new agree- ment incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; partial return of workers; unterminated.
Sports clothes factory workers, Roxton Pond, P.Q.	1	.....	.....	Commenced June 4; for union recog- nition; plant reported closed down by June 27; indefinite.
Yarn and carpet factory workers, Guelph, Ont.	2	(⁴) 429	3,400	Commenced June 17; for a new agree- ment providing for increased wages, protesting reduction in hours which would reduce take-home pay and alleged violation of seniority follow- ing reference to conciliation board; terminated July 13; negotiations; compromise.
<i>Metal Products—</i> Jewellery factory workers, Vancouver, B.C.	5	33	600	Commenced December 8, 1952; for implementation of award of con- ciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; employment conditions no longer affected by the end of July; indefinite.
Aluminum ware factory workers, Wallaceburg, Ont.	1	90	1,500	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and acci- dent insurance plan; terminated July 24; conciliation, civic, and negotiations; compromise.
Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	43	1,000	Commenced April 22; for a union agreement providing for increased wages retroactive to October 30, 1952, and other changes following reference to conciliation board; un- terminated.
Skate factory workers, Kitchener, Ont.	1	45	900	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; untermi- nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1953⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars (2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1953—Concluded				
Spring factory workers, Hamilton, Ont.	1	240	5,200	Commenced June 24; for a new agree- ment providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following reference to conciliation board; unterminat- ed.
Motor vehicle factory workers, Toronto, Ont.	1	246	246	Commenced June 29; protesting dis- missal of a worker for refusal to work scheduled overtime; terminat- ed July 2; negotiations, compro- mise, dismissal changed to 30-day suspension.
Non-Metallic Minerals, Chemicals, etc.— Monument cutters, Toronto, Ont.	9	65	190	Commenced May 22; for a new agree- ment providing for increased wages, pay for eight statutory holidays and health and welfare plan follow- ing reference to conciliation board; terminated July 10; negotiations, compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Bus transport workers, Saskatchewan.	1	229	4,200	Commenced June 30; for a new agree- ment providing for increased wages and reduced hours with same take- home pay, with 5-day week for all following reference to conciliation board; terminated July 27; nego- tiations; compromise.
TRADE— Wholesale produce ware- house workers, Vancouver, B.C.	1	140	2,000	Commenced June 15; for a union agreement providing for increased wages following reference to con- ciliation board; untermiated.
Mixed concrete truck drivers, Toronto, Ont.	4	590	1,180	Commenced June 23; for a new agree- ment providing for increased wages retroactive to December 9, 1952, following reference to conciliation board; terminated July 2; concilia- tion; compromise.
Strikes and Lockouts Commencing During July, 1953				
MINING— Gold miners, Pamour and South Porcupine, Ont.	3	780	13,000	Commenced July 11; for new agree- ments providing for increased wages, reduced hours from 48 to 40 per week, pay for six statutory holi- days, check-off and extension of vacation plan following reference to conciliation board; untermiated.
Coal miners, Drumheller, Alta.	1	133	399	Commenced July 23; protesting dis- missal of a switchman for quitting work before end of shift; terminat- ed July 27; return of workers pend- ing settlement; indefinite.
MANUFACTURING— Textiles, Clothing, etc.— Boys' pants factory workers, Maskinonge, P.Q.	1	40	40	Commenced July 27; for dismissal of a forelady; terminated July 27; re- turn of workers; in favour of em- ployer.
Metal Products— Refrigerator factory workers, Granby, P.Q.	1	118	1,180	Commenced July 20; for a new agree- ment providing for increased wages, extension of vacation plan, etc.; untermiated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1953⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars (2)
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During July 1953—Concluded				
Non-Metallic Minerals, Chemicals, etc.— Glass and plastic factory workers, Oshawa, Ont.	1	450	110	Commenced July 10; alleged delay in settlement of various grievances; terminated July 10; negotiations; compromise.
Chemical factory workers, Niagara Falls, Ont.	1	765	2,400	Commenced July 28; for a union agreement providing for union secu- rity following reference to concili- ation board; untermintated.
CONSTRUCTION— Buildings and Structures— Electricians, apprentices and helpers, Sarnia, Ont.	.....	(5) 150	400	Commenced July 8; for a new agree- ment providing for increased wages, terminated July 10; negotiations and return of workers pending refer- ence to conciliation board; indefi- nite.
Carpenters, Comox, B.C.	1	58	645	Commenced July 9; protesting lay-off of two workers for alleged unsatis- factory service; terminated July 24; negotiations and partial return of workers; indefinite.
Carpenters, London, Ont.	20	550	6,200	Commenced July 16; for new agree- ments providing for increased wages, time and one-half for work on Saturdays and double time on Sundays and statutory holidays; terminated July 31; negotiations; compromise.
Miscellaneous— Truck drivers, Hope, B.C.	1	(6) 14	42	Commenced July 7; for retroactive payment of wage increase to Sep- tember 2, 1952, following reference to arbitration board; terminated July 9; replacement; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Bus drivers, Oshawa, Ont.	1	30	20	Commenced July 8; dispute with foreman re union membership; ter- minated July 8; return of workers pending settlement; indefinite.
Other Local and Highway Transport— Truck drivers, ware- housemen and helpers, South Western Ontario.	.....	1,500	16,500	Commenced July 20; for new agree- ments providing for increased wages following reference to conciliation board; untermintated.
Water Transport— Seamen, Erieau, Ont.	1	22	44	Commenced July 6; for a union agree- ment providing for increased wages and overtime rates; terminated July 7; negotiations; compromise.
Stevedores, Toronto, Ont.	1	40	40	Commenced July 8; protesting remo- val of a worker from job on winch for alleged dangerous opera- tion; terminated July 9; return of workers; in favour of employer.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 121 indirectly affected; ⁽⁴⁾ 56 indirectly affected; ⁽⁵⁾ 2,000 indirectly affected; ⁽⁶⁾ 370 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1953, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.						1					1		2
Struck by.....	3	41	1	13	16	12	1	3	3		4		97
(a) Tools, machinery, cranes, etc....		1		1	4	2							9
(b) Moving vehicles.....	1	2		6	3		1	2	2		3		23
(c) Other objects.....	2	38		6	9	7		1	1		1		65
Caught In, On or Between Machinery, Vehicles, Etc.....	2	2		5	7	3		1	1				21
Collisions, Derailments, Wrecks, Etc....	6	2	1	2	5		1	20	6		3		53
Falls and Slips.....	4	4	1	7	11	7		6	1		4		45
(a) Falls on same level.....	1				1						1		4
(b) Falls to different levels.....	3	4	1	7	10	7		5	1		3		41
Conflagrations, Temperature Extremes and Explosions.....	1	1		5	10	3							20
Inhalation, Absorptions, Asphyxiation, Etc.....				11	12		1	1			1		26
Electric Current.....				1			4						6
Over-exertion and Industrial Diseases...	1		1		5	2		3			6		18
Miscellaneous Accidents.....											2		2
Total, First Quarter—1953.....	17	50	4	44	67	35	7	34	11		21		290
Total, First Quarter—1952.....	15	49	3	64	53	45	6	62	7	1	19		324

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1953

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1	1	5	5		1	2	2		17
Logging.....	1		3		4	13	2	2	5	21		50
Fishing and Trapping.....	1									1		4
Mining and Quarrying.....	1		3	1	6	16	2	1	6	8		44
Manufacturing.....	1		1	4	15	26	3	2	7	8		67
Construction.....	1		1		5	16	2		1	9		35
Electricity, Gas, Water Production and Supply.....	1			1	1	4						7
Transportation, Storage and Communications.....				1	6	14	2	3	1	6		34
Trade.....					2	9						11
Finance.....					5	10						
Service.....									1	4	1	21
Unclassified.....												
Total.....	6		11	8	49	113	11	9	23	59	1	290

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the

Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the map chart on page 1249 and in the listing opposite the map.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general, the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapsal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Îles; Trois Rivières includes Trois Rivières and Louiseville; Ottawa-Hull includes Ottawa, Hull and Maniwaki; Toronto includes New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 111 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

(a) DBS labour force estimates based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. The estimates are subject to sampling error. In general, the smaller the estimate, the larger the relative sampling error. They do, however, show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.



TOWARDS REMOVAL OF DISCRIMINATION

On July 1, 1953, the Canada Fair Employment Practices Act came into effect. Its purpose is to prevent and eliminate practices of discrimination in regard to employment and in regard to membership in a trade union because of race, national origin, colour, or religion.

It is designed to safeguard a basic right—the right to equality of opportunity in employment.

This Act applies to employers engaged in undertakings under federal jurisdiction and to unions representing persons employed in such undertakings.

Here, briefly, are the main provisions of the Act:

Employers are not to refuse to employ or continue to employ or otherwise discriminate against any person in regard to employment because of his race, colour, religion or national origin.

Employers are not to use any employment agency which practises discrimination.

Employers are not to use advertising or application forms which express directly or indirectly any limitation, specification or preference based on race, colour, religion or national origin, except where based on a *bona fide* occupational qualification.

Labour unions may not exclude anyone from full membership, or expel or suspend a member, or otherwise discriminate against anyone because of his race, colour, religion or national origin.

Penalties are provided for infractions of the Act.

DEPARTMENT OF LABOUR
Ottawa

Milton F. Gregg
Minister

A. H. Brown
Deputy Minister